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bulletin

CAUT Council and Board censure President and Board of Governors of Nova Scotia Technical College, escalate censures at Calgary and Memorial, adopt redundancy and appointment policies

The CAUT Board and Council at its annual meeting in Ottawa voted to censure the President and Board of Governors of Nova Scotia Technical College for their dismissal without a proper arbitration of Professor John Goodfellow. The Council authorized a mail ballot on the possible censure of the President and Board of Governors of Nipissing University College if current negotiations on a non-renewal allegedly for financial reasons are not resolved shortly. The Council, which last year had censured the President and Board of Regents of Memorial University and the Board of Governors of the University of Calgary, moved to advise its members not to take positions in those universities until the Webber and Abouna cases are settled.

At Nova Scotia Technical College, the Board dismissed Professor Goodfellow and then allowed an appeal only to itself. The Academic Freedom and Tenure Committee of the CAUT advised the Council that the procedures for dismissal at Nova Scotia Technical College were rudimentary in the extreme and advised the censure of the College on account of this case.

The Council lifted the censure of the Université de Moncton in the case of Dr. Islam. The CAUT and the local faculty association had negotiated an arbitration which had been held and had decided on a cash settlement of \$50,000. The university had honoured the settlement.

New CAUT executive

The Council elected Professor Israel Unger of the Department of Chemistry of the University of New Brunswick as the new President of CAUT. Professor Ken McGovern of the Department of Philosophy of the University of Regina and Professor Jim Foulks of the Department of Pharmacology of the University of British Columbia were elected vice-presidents. Professor Louise Forsyth of the Department of French of the University of Western Ontario was chosen as Treasurer.

Redundancy guidelines

The Council passed guidelines to deal with the problem of programme redundancy. Two years ago guidelines were passed recognizing that universities may lay off faculty members when, in fact, they are fac-

ing imminent bankruptcy if they do not do so. Last year the Council rejected redundancy guidelines which it considered not tough enough. The new guidelines were designed to counter the attempt of some university administrations to claim that their lay-offs or terminations were not caused by financial exigency but were due to efforts to change their programmes. The Council recognized that such programme decisions could be made but only if existing staff were retained and either redeployed or retrained.

The Council discussed a report on arbitration costs which recommended that CAUT increase its capacity both to assist associations in this area and to provide training for local leaders to participate in the grievance and arbitration process. The report was referred to the Board for further action.

The Board received papers on management rights in the university context, voluntary recognition and redundancy. The Council adopted policies requiring adequate warnings before disciplinary action is undertaken and prohibiting *ex post facto* changes of tenure rules and standards for probationary candidates after they have been hired. The Council considered that such changes should apply to new faculty. The Council also adopted a guideline allowing the department or the faculty associations rights of appeal in regard to appointment procedures.

The Council tabled a resolution concerning possible affiliation with the Canadian Labour Congress.

Status of women committee

The Board and Council agreed to the creation of a committee on the status of women and named Professor Jan Newson of York University as interim chairperson. It also reviewed the areas of activity of the CAUT during this past year including equal pension payouts, appointment procedures and the use of part-time contracts for a disproportionate number of women. It was reported that the annual collective bargaining conference would consider the practical use of collective agreements as instruments to end discrimination.

The Council welcomed two new

organizational members — the Saskatchewan Association of University Teachers, which groups all the faculty associations in Saskatchewan in a provincial organization, and the faculty association at the Collège Saint-Boniface in Winnipeg.

The Council conducted two workshops. The first was on cutbacks. The speakers were Arnold Cantor from the City University of New York, Muni Frumhartz of Carleton and head of the OCUFA task force in this area, and Donald Savage the Executive Secretary of CAUT. The second was on the policies of the federal government in relation to research and to fiscal transfers. This featured Roger Simmons, parliamentary secretary to the Minister of State for Science and Technology, Pauline Jewett, the NDP member for New Westminster-Coquitlam and former president of Simon Fraser University, and Marcel Lambert, the Conservative member for Edmonton West.

The Council supported the position of its provincial affiliate in Alberta, the Confederation of Alberta Faculty Associations, which deplored the unilateral decision of the Alberta government to transfer Athabasca University from Edmonton to Athabasca. The Board agreed that it would assist the faculty of Athabasca in their current difficulties. CAFA has called for a commission to report on the merits of the move before it has been undertaken.

The Board re-elected Professor David Balzarini of the University of British Columbia as Chairman of its Economic Benefits Committee and authorized a benefits conference to be held in September. It also formalized a contract with Touche Ross to provide income tax information and services for CAUT and its members.

The Council adopted a revised fee system for CAUT by a vote of 107.9 to 9.9.

CAUT imposes third stage of censure on Memorial and Calgary

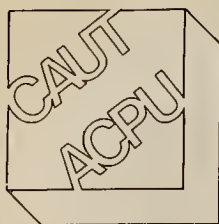
The Board of Governors of the University of Calgary and the President and Board of Regents of Memorial University have been placed under the third stage of censure by the Canadian Association of University Teachers for violations of academic freedom.

With the third stage of censure, the CAUT will recommend that no faculty member accept employment with either the University of Calgary or Memorial University.

The CAUT passed the censure votes at its annual Council meeting in May on the

recommendation of the Academic Freedom and Tenure Committee. It first imposed censure on the two universities at its annual meeting last year. The second stage was passed in both cases in January 1980.

The censure of the Board of Governors of the University of Calgary results from the university's handling of the termination of the appointment of Dr. George Abouna, a transplant surgeon. A CAUT committee of inquiry investigating the case found that the university denied Dr. Abouna a proper academic evaluation before deciding not to



CAUT Bulletin

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The publisher reserves the right to make necessary changes in advertising copy if it is deemed to contravene various provincial human rights codes which prohibit discrimination on the grounds of age, sex, marital status, race, creed, colour, nationality or place of origin. Subscriptions: \$13.00 per year. Out of Canada: \$17.00 per year.

Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

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Le Bulletin de l'ACPU

Rédactrice: Helen Baxter

Édité par l'Association canadienne des professeurs d'université, 75 rue Albert, suite 1001, Ottawa (Ontario) K1P 5E7.

Secrétaire général: Donald C. Savage

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Le Bulletin de l'ACPU paraît six fois au cours de l'année scolaire: 1^{er} septembre, 1^{er} octobre, 1^{er} décembre, 1^{er} février, 1^{er} avril, 1^{er} mai.

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CAUT imposes third stage of censure on Memorial, Calgary . . .

renew his appointment and thereby violated his academic freedom. All CAUT attempts to negotiate a settlement for Dr. Abouna have failed to resolve the case.

The censure of the President and Board of Regents of Memorial University derives from the university's decision not to renew the contract of Professor Marlene Webber of the School of Social Work because of her professed Marxist-Leninist leanings and the alleged misuse of her classroom. A CAUT committee of inquiry investigating the university's handling of the case found that Memorial's President and Board of Regents had committed a serious breach of academic freedom in basing its non-renewal of Professor Webber's appointment on her political activities without producing "admissible and cogent evidence" that these activities constituted professional wrongdoing. All CAUT and local faculty association attempts to negotiate a settlement for Professor Webber, including an offer to arbitrate the differences, have failed to resolve the case.

As part of the first and second stages of censure, the Association has published a full account of the history of events and grounds for censure of the two universities. In addition it has advertised the censures in the journals and bulletins of faculty organizations in the United States, Germany, France, the United Kingdom and other Commonwealth countries.

CAUT censures Nova Scotia Technical College

The Canadian Association of University Teachers voted at its annual meeting in Ottawa May 15 to censure the President and Board of Governors of Nova Scotia Technical College.

The censure results from the decision of the college to dismiss tenured faculty member John Goodfellow without specifying the reasons for doing so and without providing an arbitration.

Representatives of CAUT investigating the case found that the President and Board of Governors of the college had committed a serious breach of academic freedom in failing to provide appropriate procedures in the dismissal of Professor Goodfellow.

The Association further determined that the dismissal procedures of the college do not conform to those which have now been adopted in most Canadian degree-granting institutions or to the CAUT guidelines concerning dismissal for cause.

Professor Goodfellow was appointed to the department of applied mathematics of the college in 1970 and was granted tenure in 1975.

In September 1979, the President of the college advised Professor Goodfellow that he had recommended to the Board of Governors that he be dismissed without giving

specific reasons for this recommendation. He had been told the previous year that his publication record was inadequate. Faculty regulations, however, explicitly place a low priority on research and publication.

The Chairman of the Board of Governors subsequently indicated that such requirements are expected of all faculty members, thereby expressing unilateral changes in the faculty regulations that were neither discussed in advance with the faculty nor announced to the faculty.

Repeated requests by the faculty association and the CAUT that the case be submitted to binding arbitration according to CAUT procedures were turned down. The Chairman of the Board of Governors indicated that it was the responsibility of the Board to make dismissal decisions.

In October, the Executive Committee of the Board terminated Professor Goodfellow's appointment immediately. No reasons were given.

The CAUT, the local faculty and students subsequently urged the Board to reconsider its action and called for Professor Goodfellow's reinstatement pending agreement and application of appropriate procedures for dismissal.



THE UNIVERSITY OF WINNIPEG invites applications and nominations for the position of PRESIDENT

The president has general responsibility for the operations of the University and has such other powers and duties as are assigned by the Board of Regents.

The University of Winnipeg was officially established in 1967, but its history dates to 1871. Located in downtown Winnipeg, the University is a provincially supported, primarily undergraduate institution which retains affiliation with the United Church of Canada. Total enrolment is about 6000, almost evenly divided between full-time and part-time students.

The appointment will be effective July 1, 1981. The salary and terms of the office are negotiable. The successful candidate should have a proven record of senior responsibility in education, business, health services or public administration.

Applications should be accompanied by a detailed curriculum vitae and the names of several referees. Letters of nomination should include biographical details of the nominee. Applications, nominations and enquiries should be directed, before October 15, 1980, to:

J. K. A. Brown, Secretary
Search and Nominating Committee
University of Winnipeg
515 Portage Avenue
Winnipeg, Manitoba R3B 2E9
Telephone: (204) 786-7811, extension 437

Redundancies and layoffs: a broader analysis, stronger recommendations needed

by Joseph B. Rose

Report of the Commission of Inquiry into Redundancies and Layoffs, Labour Canada, Minister of Supply and Services, Canada, 1979.

In 1978, the former Minister of Labour, John Munro, appointed an industrial inquiry commission into redundancies and layoffs under the chairmanship of A.W.R. Carrothers. This volume summarizes the Commission's work and focuses on the adequacy of present redundancy and layoff procedures utilized by employers, the role and responsibility of unions, employers and government in these decisions and the need for improving existing procedures to either avoid layoffs or minimize their adverse effects on the labour force. The Commission was also asked to consider "the possibility of developing a code of good practice with respect to redundancies and layoffs."

No one can seriously question the timeliness of this study. One day prior to its release the *Montreal Star* ceased publication. In the intervening months there have been other plant shutdowns and employee layoffs. The redundancy issue is by no means restricted to industrial jobs, but has also become a source of concern among white-collar and professional employees. The seriousness of the issue at the academic level is underscored by CAUT's efforts to formulate guidelines on redundancy during the past several years.

Prospect for growth in 1980's not good

The report is essentially divided into three parts. The first section (Chapters 1-3) examines how environmental influences (economic, institutional and social) will influence redundancy and layoffs in the future. The Commission suggests that the prospect for strong economic growth in the eighties is not good and that Canada's ability to compete effectively in international markets will be severely tested. Under these conditions the prospect for layoffs can be expected to increase. The report also notes that collective bargaining has provided only rudimentary protection against layoffs and suggests that this may be due to management's strong stand on the issue, the existence of government support programs (e.g., unemployment insurance) and the fact that layoffs have not been perceived as a major problem by unions. With respect to labour market conditions, the study reviews labour force trends and unemployment data and identifies several ways to improve government manpower policies. The emphasis is clearly on upgrading traditional government policies by providing increased skill training and improving mobility and placement services.

European experience instructive

The second part of the report (Chapters 4-5) discusses the causes of redundancies and layoffs, how they should be managed, the responsibilities of the parties of interest and compares government programs which exist in Western Europe and North America. Particular emphasis is placed on the decision to make layoffs (including provisions governing advance notice), efforts to either limit or avoid layoffs and how to mitigate the hardships associated with job loss. The review of the European experience is extensive and instructive. It

reveals the existence of statutory provisions for advance notice, consultation with unions or work councils, a more highly structured redundancy process, and policies and programs for cushioning the economic costs of layoff (including severance pay in Britain). In Canada, decisions regarding redundancy and layoff are largely vested in management (exceptions include decisions relating to technological change under the Canada Labour Code). The study notes that considerable mistrust exists between labour and management on the issue, and that prevailing attitudes do not appear to be conducive to resolving redundancy and layoff problems.

Report's recommendations

The final section (Chapter 6-7) contains the Commission's analysis, conclusions and recommendations. The recommendations can be grouped into three critical areas. With regard to *processes*, it recommends the enactment of legislation which recognizes redundancy management as a shared responsibility. It also endorses joint consultation as the mechanism for commenting on management decisions to change operations and for determining if redundancy is avoidable or determining what steps can be taken to minimize or cushion the effects of layoffs. In the area of *avoiding and limiting layoffs*, the report stresses the importance of re-employment through such devices as relocation, retraining, placement assistance and the use of severance pay to regulate layoff schedules. As for *mitigating the effects of layoffs*, the

Commission urges that public training and resources be available to assist displaced workers and that early retirement schemes and pension portability be expanded and upgraded. The study further recognizes the necessity of extending protection to unorganized employees.

The strength of this study lies in the fact that the Commission has done a credible job of examining the broad environmental and institutional factors affecting redundancy and layoffs. It has also brought into sharper focus the competing interests of the parties, e.g., management prerogatives vs. job security, and the interventionist approach adopted by European governments to protect employees against layoffs.

Study not without shortcomings

The study is not, however, without its shortcomings. For one thing, its focus is too narrow. It tends to overemphasize technological change as a source of redundancy and layoffs and concentrates almost exclusively on blue-collar jobs. To some extent this emphasis is understandable, but then again it remains unclear why a major inquiry of this type was not broader in scope. For example, why did the Commission fail to consider such questions as the effect of global budgeting on hospital staff in Ontario, declining enrollments on public school teachers and university faculty and government fiscal policies on public service staffing requirements? The dramatic increase in white-collar and professional employment over the past 30 years and the tremendous investment professionals make in planning their careers are factors worth examining. A broader analysis of the impact of redundancy on various occupa-

tional groups might have produced a more penetrating analysis of the issues.

Proposals disappointing

Finally, the Commission's recommendations probably do not go far enough. For example, the proposal endorsing joint consultation is relatively tame and ambiguous. It is almost as if this proposal were meant not to offend anyone, rather than to seek a solution to the redundancy and layoff issue. While the concept is certainly in vogue among Ottawa bureaucrats, joint consultation relies extensively on mutual trust and the parties' willingness to cooperate in solving complex problems. In light of the Commission's analysis of the parties' attitudes on redundancies and layoffs, it remains

unclear whether this process can work effectively. The Commission is correct that the process of declaring jobs redundant and the development of policies to avoid or limit layoffs are of critical importance. Unfortunately, they seem to have placed a curious amount of faith in joint consultation. It is also somewhat disappointing that the Commission's proposals for mitigating the impact of layoffs represent little more than a fine tuning of existing or previously proposed remedies. Their suggestions are neither new or creative.

Prof. Rose is with the Department of Industrial Relations at McMaster University and is a member of the CAUT Collective Bargaining Committee.



THE UNIVERSITY OF MANITOBA

invites nominations and applications for the position of

PRESIDENT with effect from July 1, 1981

The University of Manitoba is a publicly supported institution established in 1877. The enrolment in 21 faculties and schools during 1979-80 was approximately 19,000, including 6,000 part-time. In addition to the main campus of the University, the faculties of medicine and dentistry are located at the Health Sciences Campus.

The criteria to be used in reviewing applications and nominations are: a proven record of academic excellence; an understanding of, and ability to communicate effectively with, all segments of the University, related institutions, and the public; a proven record of administrative experience preferably in a Canadian university setting; strong leadership qualities.

Applications are especially encouraged from women and men who are Canadian citizens, permanent residents, or eligible for employment in Canada at the time of application.

Written applications or nominations will be received in confidence until September 15, 1980, and should be accompanied by a resume of qualifications and addressed to:

Chairman,
Advisory Committee for the Selection of a President,
The University of Manitoba,
Winnipeg, Manitoba, R3T 2N2

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Candidates should have achieved distinction in legal scholarship and should have appropriate administrative experience.

The appointment will be for an initial term of five years commencing July 1st, 1981. Applications and nominations will be accepted until September 15, 1980, and should be submitted to: Professor D.C. James, Chairman, Dean of Law Search Committee, Faculty of Law, University of Windsor, Windsor, Ontario, CANADA. N9B 3P4



University of Guelph

Dean of the College of Social Science

Nominations and applications are sought for the position of Dean of Social Science which will become vacant on 1 January 1981. The College of Social Science consists of the Departments of Economics, Geography, Political Studies, Psychology and Sociology/Anthropology, and has approximately 100 faculty members. In addition to its major participation in the B.A. degree, which has in excess of 2,000 students enrolled, the College offers graduate programs at the Masters level in all its Departments. Strong academic leadership qualities, together with administrative skills, are requirements for the position.

Applications and nominations should be sent to Dr. H.C. Clark, Vice President Academic, University of Guelph, Guelph, Ontario N1G 2W1 by September 30, 1980.

New display advertising rates effective August 1 — see page 5.

ADMINISTRATIVE POSITIONS

UNIVERSITY OF WESTERN ONTARIO. Department of Secretarial and Administrative Studies. Chairman. Nominations and applications are invited for the position of Chairman of the Department of Secretarial and Administrative Studies, Faculty of Social Science, effective July 1, 1981. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to the Chairman of the Selection Committee, Professor B. Kymlicka, Dean, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for submission is November 1, 1980.

UNIVERSITY OF ALBERTA. Faculty of Medicine. Cardiac Rehabilitation Institute — Director. The University of Alberta, Faculty of Medicine, (with Alberta Heritage Applied Cardiac Research Funding) seeks a cardiologist with experience in Cardiac Rehabilitation, teaching and research, to head a cardiac rehabilitation referral centre. Please reply with curriculum vitae and names of three referees to: Dr. R.F. Taylor, Acting Director, Division of Cardiology, Department of Medicine, 6-124B Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3.

UNIVERSITY OF ALBERTA. Faculty of Medicine. Coronary Care Unit Director. The Faculty of Medicine and the University of Alberta Hospital (with Alberta Heritage Applied Cardiac Research funding) are seeking an experienced cardiologist to direct a nine-bed C.C.U.; teaching and research, as well as the ability to supervise the in-hospital resuscitation team and program are requirements. Please reply with curriculum vitae and names of three referees to: Dr. R.F. Taylor, Acting Director, Division of Cardiology, Department of Medicine, 6-124B Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3.

UNIVERSITY OF ALBERTA. Faculty of Medicine. Cardiac Catheterization Laboratories — Director. The Faculty of Medicine and the University of Alberta Hospital (with Alberta Heritage Applied Cardiac Research funding) are seeking an established clinical and research cardiologist for this position. Please reply with curriculum vitae and names of three referees to: Dr. R.F. Taylor, Acting Director, Division of Cardiology, Department of Medicine, 6-124B Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3.

DALHOUSIE UNIVERSITY. Faculty of Medicine. Head, Department of Radiation Oncology. The Faculty of Medicine, Dalhousie University, invites applicants for the position of Head of the Department of Radiation Oncology. The successful applicant will also be appointed Head of the Department of Radiation Oncology at the Victoria General Hospital, Halifax, Nova Scotia. The appointment includes responsibility for the academic and clinical programs in radiation oncology. Reply, with curriculum vitae, to: Dr. John Collins, Chairman, Radiation Oncology Search Committee, Department of Obstetrics and Gynecology, Dalhousie University, 150 University Avenue, Halifax, Nova Scotia, B3H 1W3.

DALHOUSIE UNIVERSITY. Department of Political Science. Chair of Maritime and Strategic Studies. Applications are invited to an appointment to the Chair of Maritime and Strategic Studies, beginning in the academic year 1981-2. The appointment will be in the Associate Professor or Professor range, and the successful candidate will work within the Department's Centre for Foreign Policy Studies. The occupant of the Chair will have responsibility for developing and leading a research programme in maritime and strategic studies, and will, in addition, have certain teaching duties in the Department of Political Science. Individuals

who have only recently been moving into the maritime area from a background in strategic studies are also encouraged to apply. Salary commensurate with experience. Applications should be submitted as soon as possible. For further information, please write to: Dr. Robert Boardman, Acting Director, Centre for Foreign Policy Studies, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H6. Phone: (902) 424-2386.

DALHOUSIE UNIVERSITY. Department of Biochemistry. Applications are invited for the position of Professor and Head, Department of Biochemistry, Dalhousie University. Qualified applicants should have a strong commitment to continued research and teaching participation, as well as administrative experience and ability to provide strong leadership. Teaching responsibilities include undergraduate and graduate students in the Faculties of Medicine, Dentistry, Health Professions, Arts and Science, and Graduate Studies. Facilities include ample laboratory space in a recently constructed medical building providing excellent opportunity for communication and collaborative research with other departments. Please send application including up-to-date curriculum vitae to: Dr. S. Salisbury, Chairman, Search Committee for the Head, Department of Biochemistry, Office of the Dean of Medicine, Dalhousie University, Halifax, Nova Scotia, B3H 4H7.

DALHOUSIE UNIVERSITY. Faculty of Health Professions. Director of the School of Occupational Therapy. Dalhousie University is proposing to start a School of Occupational Therapy to serve the four Atlantic Provinces of Canada. It will provide a four year program (one year Arts and Science and three years professional study) leading to the degree of Bachelor of Science in Occupational Therapy. This will be a regional program with an initial enrolment of 25 students into the second year of the program. The School of Occupational Therapy will be part of the Faculty of Health Professions, which also includes the Schools of Nursing, Physiotherapy, Physical Education and Human Communication Disorders, and the College of Pharmacy. Other Faculties within the University relating to health care are Dentistry and Medicine. Applications are invited for the position of Director of the School of Occupational Therapy, Dalhousie University. It is hoped that the appointment can be made during the academic year beginning July 1, 1980. The Directors of the Schools within the Faculty of Health Professions are normally appointed for a five year term and are responsible to the Dean of the Faculty of Health Professions for the leadership and administration of their School. It is expected that the candidate would have a graduate degree, and show evidence of suitable clinical, teaching and/or administrative experience as well as an interest in research. The candidate must be eligible for membership in the Canadian Association of Occupational Therapists. In addition to the administrative duties of Director, which would include maintaining a liaison with the university community and related organizations outside the university, the incumbent would have an opportunity to participate in some teaching and research. This position offers an exciting challenge in setting up a new School and a new program with an opportunity for innovative approaches to the teaching of Occupational Therapy and research. Application, curriculum vitae and names and addresses of three referees should be forwarded to: Robert S. Tonks, Ph.D., Dean, Faculty of Health Professions, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7.

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Advertisements which state a final date for submission of applications for a position must be received by 10:00 a.m. on the day of publication or they will not be accepted.

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Publié par l'Association canadienne des professeurs d'université

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En votre qualité de membre de l'Association canadienne des professeurs d'université, vous pouvez souscrire aux régimes à prix modique suivants:

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and is renewable. An appointment with immediate tenure is possible. The salary will be competitive. Position subject to final budgetary approval. Duties are to administer an academic unit of 10 faculty and 8 administrative and technical support staff, to participate in the teaching of undergraduate and graduate courses and follow own research. Teaching and research areas of the faculty include: human skeletal biology, biomechanics, ergonomics/human factors, metabolic and respiratory aspects of energetics, behaviour modification and hyperkinesis, human variability and phylogeny. Two undergraduate streams in human biology are administered by the School: one a general honours programme in human biology, and the other an honours programme with human movement as a focus. There is a well equipped research facility with a new and expanding graduate programme leading to a Master's degree in the field. Applications, which will continue to be considered until the post is filled, hopefully by 31 01 01, should include a curriculum vitae and the names of three referees, should be addressed to: Professor Keith Ronald, Dean, College of Biological Science, University of Guelph, Ontario, Canada, N1G 2W1; (519) 824-4120; ext. 3342.

UNIVERSITY OF TORONTO, Faculty of Medicine. 1. University Department: Psychiatry, Hospital Department: Psychiatry, 2. University Title: Professor and Chairman, Hospital Title: Psychiatrist-in-Chief (Clarke Institute of Psychiatry). 3. Qualifications Required: M.D. as well as Royal College Fellowship (or equivalent). 4. Nature of Duties: Leadership of a large university department affiliated with numerous teaching hospitals. The Chairperson will also be Psychiatrist-in-Chief at an affiliated teaching hospital. 5. Salary: Commensurate with experience. 6. Person to Whom Enquiries Should be Sent: Dr. W.M. Paul, Associate Dean, Institutional Affairs, Room 213A, Medical Sciences Building, University of Toronto, 1 King's College Circle, Toronto, Ontario, M5S 1A8. 7. Effective Date of Appointment: As soon as possible after July 15, 1980. 8. Closing Date for Receipt of Applications: July 15, 1980.

UNIVERSITY OF WESTERN ONTARIO, Department of History. Chairman. Nominations and applications are invited for the position of Chairman of the Department of History, Faculty of Social Science, effective July 1, 1981. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to the Chairman of the Selection Committee, Professor B. Kymlicka, Dean, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for submission is November 1, 1980.

UNIVERSITY OF WESTERN ONTARIO, Department of Economics. Chairman. Nominations and applications are invited for the position of Chairman of the Department of Economics, Faculty of Social Science, effective July 1, 1981. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to the Chairman of the Selection Committee, Professor B. Kymlicka, Dean, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for submission is November 1, 1980.

UNIVERSITY OF WESTERN ONTARIO, Department of Sociology. Chairman. Nominations and applications are invited for the position of Chairman of the Department of Sociology, Faculty of Social Science, effective July 1, 1981. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to the Chairman of the Selection Committee, Professor B. Kymlicka, Dean, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for submission is November 1, 1980.

ACCOUNTING

WILFRID LAURIER UNIVERSITY. School of Business and Economics. Accounting. 1. Lecturer up to Associate Professor in Accounting courses. 2. M.B.A. minimum requirement for Lecturer; Ph.D. for Assistant and Associate Professor. 3. Teach a

minimum of nine hours per week. 4. Negotiable. 5. Dr. T.F. Cawsey, Ph.D., Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3G5. 6. Starting July 1, 1980. 7. When positions filled. Positions subject to budget approval.

UNIVERSITY OF WATERLOO, Department of Economics. Accounting. Applications are invited for several faculty positions from those with teaching and research interests in accounting, auditing, taxation and finance. Doctorate in hand or near completion is preferred but candidates who plan to pursue doctoral studies in the future will be considered. Teaching and research excellence are required. Ranks open and salaries competitive depending upon education and experience. Appointments will be from September 1, 1980 but other dates can be arranged due to the flexibility provided by our year round co-op programmes. Application or inquiries, including curriculum vitae, should be sent to Professor Robert Long, Director of Accounting Programmes, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. (First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by these positions. Availability of these positions is subject to budgetary approval.)

UNIVERSITY OF MANITOBA, Faculty of Administrative Studies. Department of Accounting and Finance. Accounting. 1. Rank open. 2. Doctorate in hand or near completion. 3. Undergraduate and graduate teaching in one or more of the following areas: financial accounting, managerial accounting, information systems, taxation and auditing. 4. Fully competitive and will depend on qualifications, experience and publication record. 5. Professor M. J. Hillon, Acting Head, Department of Accounting and Finance, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. 6. July 1, 1980. 7. When positions filled. Candidates who are immigrants and others eligible for employment in Canada at the time of application are especially encouraged to apply.

AGRICULTURAL ECONOMICS

MCGILL UNIVERSITY. Macdonald Campus. Department of Agricultural Economics. Applications are invited for the position of Assistant Professor with teaching and research responsibilities, graduate and undergraduate level, in agricultural economics and agribusiness. Applicants should have a Ph.D. in Agricultural Economics with some training in quantitative methods and good knowledge of Canadian agriculture. Knowledge of French is also an asset. Base salary is \$24,150. Reply with complete curriculum vitae and names of three referees to: Dr. H.G. Collin, Chairman, Agricultural Economics, Macdonald Campus of McGill University, P.O. Box 224, Ste. Anne de Bellevue, Quebec, H9X 1C0.

UNIVERSITY OF SASKATCHEWAN, Department of Agricultural Economics. Agricultural Marketing Title of Position: Assistant Professor of Agricultural Economics. Location: Department of Agricultural Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Major Responsibilities: 1. Teaching undergraduate and graduate level courses in Agricultural Economics with emphasis on the marketing of agricultural products, and the marketing system for agricultural inputs. 2. Developing and conducting a research program in the area of agricultural marketing systems. 3. Undertaking Extension activity that is complementary to research and teaching in agricultural marketing. Qualifications: Ph.D. in Agricultural Economics with emphasis in agricultural marketing. Strong minors in Quantitative Methods and/or the macro economics of the agricultural industry would be desirable. Rank and Salary: The initial appointment will be made as Assistant Professor within a salary range of \$19,519 to \$24,769 (1979-80 scale) commensurate with qualifications and experience. Date Position Open: July 1, 1980. General Information: The Department of Agricultural Economics at the University of Saskatchewan has a teaching program which covers the Vocational, Bachelor and Master of Science level. It has an ongoing research program as well as a small extension pro-



The University of Manitoba

invites applications and nominations for the position of

DEAN OF THE FACULTY OF ADMINISTRATIVE STUDIES

The Faculty of Administrative Studies at The University of Manitoba has a complement of 60 academic and 15 support staff in the four Departments of Accounting and Finance, Actuarial and Business Mathematics, Business Administration and Public Policy. The Faculty offers four year and accelerated programs for the Bachelor of Commerce (Honours), a two year Master of Business Administration Program and a Master's Program in Actuarial Mathematics and Operational Research. There are about 1,250 full-time and 225 part-time undergraduate students and 80 full-time and 90 part-time students in the Master's programs. The Faculty also emphasizes professional continuing education programs for the business community of the region.

Candidates should have strong leadership ability, a clearly articulated perception of the mission of a Faculty of Administrative Studies, be sensitive to both the universal and uniquely Canadian aspects of the disciplines involved and have a demonstrated breadth as a scholar and thinker.

The appointment is expected to commence July 1, 1981, and will be for a renewable term of normally five to seven years.

Please address responses to:

Provost R.A. Johnson,
Chairman,
Selection Committee for Dean of the
Faculty of Administrative Studies,
Room 202, Administration Building,
The University of Manitoba,
Winnipeg, Manitoba,
Canada, R3T 2N2.

Applications, nominations and suggestions will be received until September 30, 1980.

UNIVERSITY OF WATERLOO

Applications and nominations are invited for the position of

DIRECTOR

School of Optometry

The School has 236 undergraduates enrolled in a four year program leading to the O.D. degree. A graduate program in vision science offers the M.Sc. and Ph.D. degrees in Physiological Optics. A two year Clinical Residency provides specialty training for Optometry graduates. More than 20,000 patient examinations are made annually in a modern, well-equipped Clinic and in off-campus projects. The School has a strong commitment to excellence in undergraduate teaching, research, and service to the community.

The appointment of Director, effective July 31, 1981, is for an initial three year term, normally renewable once. A candidate selected by the Search Committee must meet the approval of the faculty members of the School.

Send applications with résumés or nominations by August 31, 1980 to:

Professor R.N. Fervolden
Chairman of Search Committee
(Optometry Director)
University of Waterloo
Waterloo, Ontario
Canada N2L 3G1

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**UNIVERSITY OF MANITOBA
HEALTH SCIENCES CENTRE**

Clinical Geneticist

Applications are invited for a geographical full-time clinical geneticist at the Children's Hospital, Winnipeg. The position includes an appointment in the Department of Pediatrics, University of Manitoba.

Applicants should have had extensive experience and hold the F.R.C.P. (C) or equivalent. Duties will include provision of full genetic services teaching and research. Candidates may also be considered for the headship of the Genetics section.

Salary and rank commensurate with qualifications. Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application are especially encouraged to apply.

Applications and full curriculum vitae should be sent to:

Dr. James C. Haworth
Professor and Head
Department of Pediatrics
Pediatrician-in-Chief
Children's Hospital
685 Bennett Avenue
Winnipeg, Manitoba
R3E 0W1

[illegible]

gram. The University is well served with library and computer facilities. It contains a broad range of degree granting Colleges, and maintains an enrolment in excess of 10,000 students. Applications: Interested candidates should apply with detailed curriculum vitae, transcripts, and names and addresses of three referees to: Dr. George E. Lee, Professor and Head, Department of Agricultural Economics, University of Saskatchewan, 323-11th Hall, Saskatoon, Saskatchewan, Canada, S7N 0W0. Applications will be accepted until a suitable candidate has been elected.

diolate has been selected.

UNIVERSITY OF SASKATCHEWAN, Department of Agricultural Economics, Farm Business Management. Economics, Extension, Tenure Track, Assistant Professor of Agricultural Economics and Extension Specialist. Location: The position is located in the Department of Agricultural Economics, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. However, the incumbent will also be an associate in the Division of Extension and Community Relations. Major Responsibilities: 1. Teaching Agricultural Economics with particular emphasis on Farm Business Management at the Vocational, undergraduate and possibly graduate level. 2. Develop and coordinate the Extension program of the Department of Agricultural Economics in cooperation with the Division of Extension and Community Relations. 3. Develop and conduct a program of scholarly work in farm business management or Extension and adult education presses. Qualifications: Graduate training with strong preference for training to the Ph.D. level in a combination of Agricultural Economics, Farm Business Management and Extension (Continuing Education). Specific degrees in Agriculture or Extension is the mix of training and possibly experience. Rank and Salary: The appointment will be at the Assistant Professor level within a salary range of \$19,519 to \$24,769 (1986 scale) commensurate with qualifications and experience. Date of Position Open: July 1, 1987. General Information: The Department of Agricultural Economics at the University of Saskatchewan has a teaching program which covers the Vocational, Bachelor and Master levels. It has an ongoing research program as well as a continuing education program. The University is well served with library and computer facilities. It contains a broad range of degree granting Colleges, and maintains an enrolment in excess of 10,000 students. Applications: Interested candidates should send their curriculum vitae, transcripts, and names and addresses of three referees to: Dr. George E. Lee, Professor and Head, Department of Agricultural Economics, University of Saskatchewan, 328 Kirk Hall, Saskatoon, Saskatchewan, Canada, S7N 0W0. Applications will be accepted until a suitable candidate has been selected.

ANIMAL SCIENCE

MC GILL UNIVERSITY, MACDONALD CAMPUS. Faculty of Agriculture, Department of Animal Science. Applications are invited for the position of Assistant or Associate Professor in reproductive physiology. A Ph.D. or its equivalent in physiology of reproduction with either an emphasis on, or a wish to work with, swine is required. Ability to teach and supervise in research are essential. Duties include: teaching an advanced level course in anatomy and physiology, an undergraduate course in applied reproductive physiology, participating in a graduate level course in reproductive physiology and the advising of undergraduate and graduate students. The successful candidate will be expected to develop and lead a research programme in reproductive physiology, which will, at least in part, be with swine. Minimum salary: \$24,150. The position will be available September 1, 1980. Competition closes on July 1, 1980 or when a suitable applicant has been identified. Applications should include curriculum vitae, transcripts of academic record, and the names of three referees who have been asked by the applicant to forward letters of references. All materials should be sent to: Dr. R.B. Buckland, Chairman, Department of Animal Science, Macdonald Campus of McGill University, Ste-Anne-de-Bellevue, Quebec H9X 1C9.

ANTHROPOLOGY

MCMASTER UNIVERSITY. Department of Anthropology. The Department of Anthropology at McMaster University seeks to appoint a person at the Assistant Professor level beginning July 1, 1980. This is a tenure-track appointment. The candidate must be actively engaged in research in Canada and should hold the Ph.D. at the time of appointment. Appropriate candidates should have teaching and research interests among the following: archaeological, biological, cultural, environmental, ethnological, historical, linguistic, medical, physical, and social anthropology. Appropriate candidates must be legally employable in Canada at the time of appointment. Inquiries, applications and letters from interested persons should be directed to David R. Counts, Chairman, Department of Anthropology, McMaster University, Hamilton, Ontario, L8S 4L9.

BIOCHEMISTRY/ BIOCHIMIE

UNIVERSITÉ LAVAL. Département de biochimie. Microbiologie. Le Département de Biochimie responsable for the undergraduate program in Microbiology, is seeking a person with a strong background in Microbiology and Biochemistry. This person is expected to develop an active program of research and to participate in teaching at the undergraduate and graduate levels. The Ph.D. is a prerequisite and some pertinent postdoctoral experience is highly desired. Canadian citizenship is not a prerequisite. The successful candidate's position should send complete applications (curriculum vitae, résumé of research interests, reprints, etc.) and arrange for three letters of recommendation to be forwarded to the following address: Le département de biochimie, Faculté des sciences et des génies, Université Laval, Québec, Dué., Canada, G1K 7P4. The position will be available as early as January 1st, 1981; the successful applicant will be expected to teach in French beginning in September 1981. Salary range (assistant professor): \$23,000-\$38,000. Application deadline date is September 1st, 1980.

BIOLOGY

UNIVERSITY OF WINDSOR, Department of Biology. Appointment of Assistant Professor. Applications are invited for the position of Assistant Professor in the area of Animal Physiology for a limited two-year appointment commencing on July 1, 1980. The successful candidate will be responsible for introductory courses in human physiology, animal physiology and/or senior courses in endocrinology or tumor biology. The applicant should be a Ph.D. with recent post-doctoral experience in the above areas and with competence in the use of physiographs and similar recording systems. Excellent research facilities will be made available to the successful applicant. The successful candidate is expected to develop a research program in one of the above areas. A curriculum vitae including statement of teaching and research interest together with reprints and the names of three referees should be sent to: A.H. Warner, Head, Department of Biology, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF GUELPH School of Human Biology. Applications are invited from scholars with M.D., Ph.D., or equivalent, and a background in human life science, for the position of Director of the Human Biology and Chairman, Department of Human Kinetics, in the College of Biological Science. This is a term appointment (the normal term being 5 years) and is renewable. An appointment with immediate tenure is possible. The salary will be commensurate with qualifications and budgetary approval. Duties are to administer an academic unit of 10 faculty and 8 administrative and technical support staff, to participate in the teaching of undergraduate and graduate courses and follow own research interests in the research areas of faculty include: human skeletal biology, bioengineering, ergonomics/human factors, metabolic and respiratory aspects of energetics, reproductive and developmental biology, human variability and physiology. Undergraduate streams in human biology are administered by the School: one a general honours programme in human biology, and the other an honours programme in human biology and exercise science. There is a well equipped research facility with a new and expanding graduate pro-

programme leading to a Master's degree in the field. Applications, which will continue to be considered until the post is filled, hopefully by 81 01 01, should include a curriculum vitae and the names of referees, should be addressed to: Professor Keith Ronald, Dean, College of Biological Science, University of Guelph, Ontario, Canada, N1G 2W1, (519) 824-4120, ext. 3342.

DALHOUSIE UNIVERSITY. Department of Biology. Instructor Vacancy. Responsible for the running of labs and for general organization of Biology 2046A (Ecology and Evolution) and Biology 2040B (Evolutionary Biology), and for the Evolutionary and Population Genetics Labs of Biology 2046B. The minimal background is an Honours B.Sc. with concentration in Population Ecology and/or Population Genetics. Individuals possessing an M.Sc. in one of these areas would be preferred. Position starts July-August 1980, and would be for one year in the first instance. Salary according to collective agreement — minimum \$12,400. Interested individuals contact The Chairman, Department of Biology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1.

UNIVERSITY OF SASKATCHEWAN. Department of Biology. Research Associate in Seed Physiology. Qualifications: Ph.D. with a strong background in plant physiology and biochemistry, post-doctoral research experience in the biochemistry of seed viability, germination and herbicide action in wild oats. Candidates should be Canadian or hold landed immigrant status. Term of employment: 2 1/2 years (from September 1, 1980). Write to: Dr. J.M. Naylor, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

BROCK UNIVERSITY. Department of Biological Sciences. Research Associate in Biological Sciences. This appointment will involve both teaching and research duties for a period of one to five years, depending upon the successful candidate's interests and abilities. Applicants should be interested in research in the area of electron transport and membrane function in association with work being carried out in the laboratories of Professors Peter Nicholls and Peter Rand. Teaching will probably involve offering a half-course in "macromolecules" (proteins and enzymes) to third-year Biology B.Sc. majors, as well as assisting in cell and molecular biology courses at other levels. Candidates should be capable of lecturing in English and preferably have some familiarity with Canadian/North American academic programs of study. A salary range between \$14,000 and \$17,000 is envisaged, depending on the candidate's experience. Funding will be largely from research grant sources, along with some contributions (likely to be for only two years) from the University's part-time teaching budget. The position is available from September 1, 1980, or as soon as possible thereafter. Applicants should submit their curriculum vitae, publications lists, and the names of two academic referees to Dr. Peter Nicholls, Department of Biological Sciences, Brock University, St. Catharines, Ontario, L2S 3A1.

BOTANY

UNIVERSITY OF TORONTO. Department of Botany. Visiting Lecturer in Plant Physiology (Biophysics). Applicants are invited for a one-year appointment to the faculty of the Department of Botany as a Visiting Lecturer. The successful candidate would normally have a Ph.D. and some postdoctoral experience and would be expected to teach courses in the more biophysical aspects of plant physiology. The salary would be negotiable within the Assistant Professor range: \$17,400 — \$29,600. This position will be available after July 1, 1980. Further particulars can be obtained from Professor J. Canny, Department of Botany, University of Toronto, Toronto, Ontario, M5S 1A1, Canada, to whom all applications and the names and addresses of three referees should be sent.

BUILDING STUDIES

CONCORDIA UNIVERSITY. Centre for Building Studies. Energy Conservation. Faculty and Research Positions. The Centre for Building Studies is seeking candidates

for full-time faculty and research positions in support of its research and teaching programmes in the area of energy conservation. The programmes in this area are directed at heat storage and heat recovery technologies, infiltration and ventilation of buildings, performance analysis of mechanical systems by field studies and analytical means, development and applications of solar technology, development of improved enclosure systems and materials, and study of building illumination. Present staff consists of an architect, two mechanical engineers, a physicist and two chemists. Substantial facilities exist to support the energy conservation research and teaching programme. Successful candidates will possess a Ph.D. in an engineering or related discipline with specialization in one or more of the above areas. Duties will consist of teaching, research, supervision of graduate students and interaction with industry. Salary and rank are dependent on academic qualifications and experience. Candidates should apply in writing, enclosing a complete résumé to: Dr. Paul Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve, West, Montreal, Quebec, Canada, H3G 1M8.

BUSINESS ADMINISTRATION AND COMMERCE

UNIVERSITY OF WATERLOO. Department of Economics. Business Administration and Commerce. Applications are invited for several faculty positions from those with teaching and research interests in accounting, auditing, taxation and finance. Doctorate in hand or near completion is preferred but candidates who plan to pursue doctoral studies in the future will be considered. Teaching excellence is required; research potential is desirable. Ranks open and salaries competitive depending upon education and experience. Appointments will be from September 1, 1980 but other dates can be arranged due to the flexibility provided by our year round co-op programmes. Application or inquiries, including curriculum vitae, should be sent to Professor Robert Long, Director of Accounting Programmes, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. (First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by these positions. Availability of these positions is subject to budgetary approval).

WILFRID LAURIER UNIVERSITY. School of Business and Economics. Applications are invited for teaching positions in the areas of: Accounting, Finance and Organizational Behavior. Positions for the 1980-81 teaching year. Qualifications: Ph.D. or Ph.D. candidates. Duties: Include graduate and/or undergraduate teaching. Applications will be accepted until positions are filled, and are subject to budget approval. Send applications to: Dr. T.F. Cawsey, Ph.D., Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, Canada.

MCMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Business Policy, (iii) Finance, (iv) Management Information Systems, (v) Marketing and International Business, (vi) Marketing Research, (vii) Production and/or Management Science. Rank depends on qualifications and experience; preferably at the Assistant or Associate Professor level. Visiting appointment is also possible. Ph.D. or DBA degree is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Information Systems, Production and/or Management Science will be expected to contribute to the Ph.D. program in these areas. Applicants in both fields of Marketing will have to teach courses in Introductory Marketing. International Business will include courses in International Marketing and Comparative Marketing. Marketing Research will include advanced research methodology covering qualitative and quantitative aspects. Salary will commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1st, 1980 is preferred. Applications and resumes when position is filled. Applications should be sent to Dr. A.Z. Szendrovits, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

WILFRID LAURIER UNIVERSITY. School of Business and Economics. Applications are invited for teaching positions in the areas of: Accounting, Finance and Business Policy for the 1980-81 teaching year. Qualifications: Ph.D. or Ph.D. candidates. Duties: Include graduate and/or undergraduate teaching. Applications will be accepted until positions are filled, and are subject to budget approval. Send applications to: Dr. T.F. Cawsey, Ph.D., Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5.

QUEEN'S UNIVERSITY. School of Business. Assistant or Associate Professors' positions open for applicants holding Ph.D. Teaching and research duties in any of the principal fields of Marketing, Finance or Accounting. Competitive salary levels depending on experience. Candidates of both sexes are equally encouraged to apply. Send resume to Associate Dean H.O. Helmers, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF MANITOBA. Faculty of Administrative Studies. Department of Accounting and Finance. Finance Area. 1. Rank open. 2. Ph.D. in hand or dissertation near completion. 3. Undergraduate and M.B.A. teaching and research in the finance area. 4. Salary fully competitive depending on qualifications and experience. Professor M. Hilton, Acting Head, Department of Accounting and Finance, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. 6. July 1, 1980. 7. Applications will be accepted until positions are filled. Candidates should be Canadian citizens or others eligible for employment in Canada at the time of application are especially encouraged to apply.

UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. Applications are invited for faculty positions from those with teaching and research interests in: accounting, finance, management science, marketing, business policy, personnel, industrial relations and legal relations. Ph.D. or equivalent is desirable. Salary and rank depend on qualifications. Applications welcome until positions are filled. Appointments normally effective July 1. Send resume to: Dr. Roger S. Smith, Dean, Faculty of Business Administration and Commerce, The University of Alberta, Edmonton, Alberta, T6G 2G1. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF WATERLOO. Department of Economics. Business Administration. Applications are invited for several faculty positions from those with teaching and research interests in accounting, auditing, taxation and finance. Doctorate in hand or near completion is preferred but candidates who plan to pursue doctoral studies in the future will be considered. Teaching and research excellence are required. Ranks open and salaries competitive depending upon education and experience. Appointments will be from September 1, 1980 but other dates can be arranged due to the flexibility provided by our year round co-op programmes. Application or inquiries, including curriculum vitae, should be sent to Professor Robert Long, Director of Accounting Programmes, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. (First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by these positions. Availability of these positions is subject to budgetary approval).

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Business Administration. Applications are invited for a teaching position in Marketing for a one-year appointment in the Department. Minimum of M.B.A. with industrial experience. Teach courses in Introductory Marketing at the undergraduate level. Salary commensurate with experience and qualifications. Send curriculum vitae, three letters of reference and copies of graduate transcripts to Professor Walter E. Isenor, Chairman, Department of Business Administration, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. Position effective July 1, 1980. Closing date for applications when position is filled.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Business Administration. Applications are invited for a teaching position in Organizational Behavior/Management in the Department of Business Administration at the University of Prince Edward Island. Minimum of M.B.A. with teaching experience. Teach Organizational Behavior/Management and

general business subjects at the undergraduate level. Salary commensurate with experience and qualifications. Send curriculum vitae, three letters of reference and copies of graduate transcripts to Professor Walter E. Isenor, Chairman, Department of Business Administration, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. Position effective July 1, 1980. Closing date for applications when position is filled.

BUSINESS POLICY

WILFRID LAURIER UNIVERSITY. School of Business and Economics. Business Policy. 1. Lecturer up to Associate Professor in Business Policy courses. 2. M.B.A. minimum requirement for Lecturer; Ph.D. for Assistant and Associate Professor. 3. Teach a minimum of nine hours per week. 4. Negotiable. 5. Dr. T.F. Cawsey, Ph.D., Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. 6. Starting July 1, 1980. 7. When positions filled. Positions subject to budget approval.

CHEMISTRY/CHIMIE

UNIVERSITY OF GUELPH. Guelph-Waterloo Centre for Graduate Work in Chemistry. Research Associate/Postdoctorate Positions. In Theoretical Chemistry. Positions at the Guelph-Waterloo Centre for Graduate Work in Chemistry. Experience in theory and calculation of electronic structure of molecules using variational and/or perturbation theory approaches required. Candidates should send a curriculum vitae and names of three references to: Professor Michael C. Zerner, Guelph-Waterloo Centre for Graduate Work in Chemistry, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF ALBERTA. Department of Chemistry. X-Ray Crystallography. Applications are invited for the position of Research Associate in X-ray crystallography. The successful applicant, who should hold a Ph.D., will be responsible for the development and operation of a X-ray crystallographic service in the department. The scientist will be in charge of a modern single crystal diffractometer which will complement ongoing research programs in organic and inorganic chemistry. Collaboration in staff members research projects will be encouraged. The initial appointment will be for 2 years, with the intention of this developing into a permanent position. The salary will be commensurate with training and experience (salary range \$19,696 — \$25,575). The University of Alberta is an equal opportunity employer. Request for more information and applications containing a curriculum vitae and the names and addresses of two referees should be sent before July 15, 1980 to: R.J. Crawford, Chairman, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1.

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry and Chemical Engineering. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields of chemistry and chemical engineering: Quantum chemical calculations on conformational changes and chemical reactions; photochemistry and radiation chemistry of transitional metal complexes; laser photochemistry, photochemistry and spectroscopy; organometallic chemistry and organic reaction mechanisms; electron spin resonance studies of silicates and radicals; chemical reactions generated by ultrasound, dynamics of fast reactions using ultrasonic techniques; corrosion engineering; catalysis, production of liquid and gaseous fuels from coal. These positions are tenable initially for one year, renewable at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor A.R. Knight, Chairman, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Telephone: 306-334-2500.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Physical Sciences Division. Chemistry. Instructors. Applications are now being accepted for Chemistry

Instructors at the University of Toronto, Scarborough Campus, for 1980-81 academic year. The positions are full-time seasonal appointments beginning September 1980. A.B.Sc. or M.Sc. is required. The duties will include demonstrating in undergraduate laboratories, conducting tutorials and grading for organic, inorganic, analytical and physical chemistry courses. Please send resume to: Professor John E. Dove, Chairman, Physical Sciences Division, Scarborough College, University of Toronto, 1265 Military Trail, West Hill, Ontario, M1C 1A4. Reference No. CHM2/80.

UNIVERSITY OF GUELPH. Department of Chemistry. Research Associate/Postdoctoral Fellowship is available for research in organic electrochemistry and photoelectrochemistry directed toward the development and evaluation of covalently attached organic monolayers on the surface of conducting and semiconducting materials. In addition to the use of conventional electrochemical techniques, part of the work will involve organic and organometallic synthesis. Send curriculum vitae and the names of three references to: M. Cocivera, Department of Chemistry, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF TORONTO. Department of Chemistry. Post-doctoral Fellow Research Associate and Research Assistant positions are available immediately for research in Organosilicon Chemistry: Synthesis, photochemistry; spectroscopy, at NSERC rates or according to experience. Apply with curriculum vitae and references to: Prof. A.G. Brook, Department of Chemistry, University of Toronto: Toronto, Ontario, M5S 1A1, Canada.

CLASSICAL STUDIES

BISHOP'S UNIVERSITY. Department of Classical Studies. Bishop's University has an opening in the Department of Classical Studies commencing July 1st, 1980. We are looking for a promising scholar with a specialization in Roman History and Latin Literature, preferably with an interest in Classical Art and Architecture. The position is a temporary appointment, which can be made in the first instance for one, two or three years. Duties will include teaching undergraduate courses in Roman Republican and Imperial History, Roman Civilization, Classical Art and Architecture, and the Latin Language. Bishop's is a small undergraduate university in the Liberal Arts tradition. The Department of Classical Studies offers most of the courses in translation, many of which are cognate in other Departments. However, there is an opportunity to teach in the original languages. Ability to teach effectively and to participate in a small community are of primary significance. Preference will be given to candidates with a Ph.D. or Ph.D. near completion. Rank will depend upon qualifications and experience. Salary scales which are very competitive are currently under review. Applications, including curriculum vitae and the names of two referees, should be sent immediately to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7. Applications will be received until the position is filled.

COMMUNICATION STUDIES

UNIVERSITY OF WINDSOR. Department of Communication Studies. The Department of Communication Studies seeks to make an appointment immediately in the area of Press Studies and news processes. The department prefers candidates with at least the M.A. along with significant media experience. Please write or phone: Head, Department of Communication Studies, University of Windsor, Windsor, Ontario, N9B 3P4, (519) 253-4232, ext. 726.

COMPUTER SCIENCE/INFORMATIQUE

MC GILL UNIVERSITY. School of Computer Science. The School of Computer Science invites applications for the position of Assistant Professor. A Ph.D. or equivalent is required. All specializations in computer science are of interest but preference will be given to candidates with established records in programming languages, software systems, operating systems, and data

base design. Responsibilities include research and teaching at the graduate and undergraduate level. Salary negotiable. Current minimum starting salary \$24,500. Beginning September, 1980. Tenure line position. Candidates should write to: Professor M.M. Newborn, Director, School of Computer Science, McGill University, Burnside Hall, 805 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, Canada.

UNIVERSITY OF NEW BRUNSWICK. School of Computer Science. 1. Assistant Professor (tenure stream). 2. Ph.D. in Computer Science, desirable, various areas — operating systems, software engineering, etc. 3. Teaching at the undergraduate and graduate levels and collaborative research. 4. Salary commensurate with qualifications and experience. 5. Apply to Dr. W. D. Wasson, Director, School of Computer Science, University of New Brunswick, Fredericton, New Brunswick, Canada, E3B 5A3. 6. Appointment to commence September 1, 1980. 7. When position is filled.

UNIVERSITY OF WESTERN ONTARIO. Department of Computer Science. Applications are invited for tenure track positions at the level of Assistant Professor, commencing July 1, 1980. A Ph.D. in Computer Science together with evidence of a strong ongoing research program is essential. Duties include teaching at all levels of general, honors, and M.Sc. programs. Appointments conditional on budget approval. Send applications to: Dr. E. W. Eickoc, Chairman, Department of Computer Science, Engineering and Mathematical Sciences Building, The University of Western Ontario, London, Ontario, N6A 5B9.

ROYAL MILITARY COLLEGE OF CANADA. Department of Computer Science. 1. The Royal Military College of Canada has two positions available at the Assistant Professor level. 2. Candidates must hold a Ph.D. in Computer Science or a closely related field with specialization in one or more of the following areas: programming languages and compilers, operating systems, data base management systems, digital communications and computer networks, logic design and intertacing, real time digital computer control systems, systems engineering, software engineering. (Duties will include computing centre support, teaching at the undergraduate and graduate (master's) levels, and research. Eligibility for membership in the APEO and the ability to work in both official languages are definite assets. 4. Salary scales: \$20,900 - \$28,500, depending on experience and qualifications. 5. Applications, including curriculum vitae and names of three referees, should be forwarded to: Dr. R. Benesch, ADP Director, Royal Military College of Canada, Kingston, Ontario, K7L 2W3. Appointment date open. 7. When positions are filled.

ROYAL MILITARY COLLEGE OF CANADA. Département d'informatique. 1. Le Royal Military College of Canada offre deux postes au niveau de professeurs adjoints. 2. Les candidats devraient avoir obtenu le Ph.D. en sciences de l'ordinateur ou dans un champs associé. Les spécialités recherchées sont: les langages de programmation et les compilateurs, les systèmes d'opération, les systèmes de gestion des données, les réseaux d'ordinateurs, la logique digitale et ses applications aux périphériques, le contrôle digital en temps réel, la conception des systèmes, la conception du logiciel. 3. Les tâches comprendront le support des activités du centre de calcul, l'enseignement au premier et deuxième cycles, et la recherche. La majorité du travail doit se faire en anglais mais la connaissance des deux langues officielles constitue un avantage ainsi que l'éligibilité aux associations d'ingénieurs professionnels. 4. Echelle des salaires (1979-80): \$19,400-\$28,500, dépendant de l'expérience et des qualifications. 5. Les applications accompagnées d'un curriculum vitae et des noms de trois personnes qui pourront fournir des références devraient être adressées à: Dr. R. Benesch, Directeur du T.A.D., Royal Military College of Canada, Kingston, Ontario, K7L 2W3. 6. Date de nomination: ouvert. 7. Duvert.

BISHOP'S UNIVERSITY. Department of Computer Science. Applications are invited for a tenure stream appointment, rank open. Candidates with a Ph.D. or equivalent are preferred. However applications received from candidates holding a degree at the Master's level will also be considered. Candidates having a background in business

applications are preferred. Duties will include the teaching of undergraduate courses, research and departmental duties. The 1978-79 salary floors of the University were as follows: Lecturer \$16,840, Assistant Professor \$20,800, Associate Professor \$27,040. New floors are under negotiation. Applications with curriculum vitae and names of three referees should be addressed to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Physical Sciences Division. Computer Science. Assistant Professor (Tenure Stream). Duties will include undergraduate teaching, graduate teaching (at the University of Toronto, St. George campus) and research. Applicants must have a Ph.D. in Computer Science. To commence July 1 or September 1, 1980. Please send curriculum vitae and names of three referees to: Professor John E. Dove, Chairman, Physical Sciences Division, Scarborough College, University of Toronto, 1265 Military Trail, West Hill, Ontario, Canada, M1C 1A4. (This position is subject to approval).

UNIVERSITE DE MONTREAL. Voir secteur Informatique et recherche opérationnelle.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Department of Restorative and Prosthetic Dentistry. A one year term appointment July 1/80 — June 30/81 is available for a person with a D.D.S. or D.M.D. and who preferably has graduate training in operative or restorative dentistry. This is a junior appointment at the rank of Lecturer. Duties will include undergraduate teaching in restorative dentistry and dental materials. Send curriculum vitae to: Office of the Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

DALHOUSIE UNIVERSITY. Faculty of Dentistry. Division of Oral Pathology. Full-time faculty positions available in the Division of Oral Pathology. Candidates should be qualified to participate in and/or take responsibility for more than one, but not necessarily all of the following areas: Teaching oral pathology at the undergraduate, graduate and dental auxiliary levels; teaching oral histology and embryology at the undergraduate dental level and oral biology at the general dental level; the dental auxiliary levels; biopsy service and a clinical consultation service; research. Salary and rank commensurate with qualifications and experience. Contact Dr. B.B. Harsanyi, Head, Division of Oral Pathology, College of Dentistry, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5. Phone: 902-424-3767.

DRAMA

UNIVERSITY OF GUELPH. Department of Drama. Assistant Professor (contractually limited appointment, September 1, 1980-May 31, 1981, subject to final budgetary approval) for undergraduate teaching in the areas of Acting, History of the Theatre, Canadian Theatre (history and literature) and the direction of a play. Ph.D. and prior teaching experience required. Salary according to qualifications. Send applications, including curriculum vitae and the names of three referees, to: Chairman, Department of Drama, University of Guelph, Guelph, Ontario, N1G 2W1. Closing date for applications, July 31, 1980.

ECONOMICS

DALHOUSIE UNIVERSITY. Department of Economics. 1. Position for Assistant Professor. 2. Ph.D. or equivalent. 3. Position is in mathematical economics and requires instruction of graduate students and possibly students at the undergraduate level. Duties require excellent training in both mathematics (including measure and integration theory and topology) and economic theory. We are seeking candidates with a strong background in modern equilibrium theory — including the theory of continuum economics, regular economics and existence theory — and

capital accumulation theory. 4. Present range under contract \$17,750 - \$26,450. 5. Professor R.L. Comeau, Chairman, Department of Economics, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. 6. July 1, 1980. 7. June 30, 1980.

UNIVERSITY OF SASKATCHEWAN. Department of Economics and Political Science. An opening is available for a one-year appointment (leave replacement) at the assistant professor level in economics to teach principles and theory at the undergraduate level. Ph.D. preferred, some teaching experience desirable. Normal starting date is July 1, 1980. Salary upwards of \$19,519 (1979-80 scale) per annum for the assistant professor rank. Commensurate with qualifications and experience. Applications, including curriculum vitae and names of three referees, should be sent to Professor K. Lal, Acting Head, Department of Economics and Political Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

EDUCATION

UNIVERSITY OF SASKATCHEWAN. College of Education. Department of Curriculum Studies. Language Arts Education. The College of Education invites applications for a full time position in Language Arts Education (Secondary School Level) in the Department of Curriculum Studies. There will also likely be a term appointment of one year with a possible extension to three years. Dual qualifications: Doctorate or near completion of doctoral program; successful teaching experience at the secondary and/or High School level. Candidate should have a strong background in literature, course work in language and/or linguistics, and in composition or rhetoric. Responsibilities: 1) Teach undergraduate and graduate courses in the Language Arts; teach specific General Methods courses; supervise interns and student teachers. 2) Advise graduate students in the Language Arts. 3) Participate actively in in-service work. 4) Encourage and conduct research. Rank and Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: July 1, 1980. Subject to budgetary confirmation. Deadline: When position is filled. Apply to: Dr. J.L. Gajadharsingh, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Education. Department of Curriculum Studies. Reading Education. The College of Education invites applications for a full time position in Reading Education in the Department of Curriculum Studies (subject to budgetary confirmation). Qualifications: Earned doctorate with concentration in primary and intermediate reading; clinical training would be helpful; course work in language and/or linguistics would be an asset; a minimum of three years of public school experience and some university level teaching experience would be preferred. Pertinent Data: The University of Saskatchewan is located in an urban area of 180,000 people that affords one a host of cultural and educational opportunities on campus and in the city and its school systems. Reading and the adults, reading and the native population, and reading in rural areas are developing needs requiring leadership of university personnel. Responsibilities: 1) Teach introductory reading and advanced reading courses at the primary and intermediate levels; supervise student teachers; conduct workshops and do in-service; and supervise interns. 2) Accept a role in curriculum development within the Reading division of the Department and within the province. 3) Conduct and encourage research. Rank and Salary: Assistant Professor. Salary commensurate with qualifications and experience. Date: July 1, 1980. Deadline: When position is filled. Apply to: Dr. J.L. Gajadharsingh, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Education. Department of Curriculum Studies. Early Childhood Education. The College of Education invites applications for a full time position in Early Childhood Education in the Department of Curriculum Studies (subject to budgetary confirmation). Qualifications: Doctorate or near completion of doctoral program; background and training in Early Childhood

Education and Curriculum Development; demonstrated teaching competence at the Primary School level; experience in the supervision of student teaching. Responsibilities: 1) Teach undergraduate and graduate courses in Educational Psychology; participate in school-based field experiences; supervise interns and student teachers. 2) Advise graduate students. 3) Encourage and conduct research. Rank and Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: July 1, 1980. Deadline: When position is filled. Apply to: Dr. J.L. Gajadhar, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Education. Special Education. A faculty member is required at the Assistant, Associate, or Full Professor level to teach primarily undergraduate courses in Special Education for students who are teaching or preparing to teach in Elementary schools. The initial appointment would be for one year beginning July 1, 1980. Salary negotiable. Ph.D. in Special Education preferred, with some supervisory experience. Please apply to: Dr. Marian Small, Chairman, Division of Curriculum and Instruction, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3.

ENGINEERING

UNIVERSITY OF REGINA. Faculty of Engineering. Engineer/Planner to teach undergraduate and graduate level classes, including land use planning and environmental impact classes relating to transportation and water resources planning. Experience in transportation and water resources and Ph.D. desirable. Industrial Engineer to teach Industrial Systems Engineering and General Engineering classes. Research and consulting encouraged. Rank and salary commensurate with experience. Send resume to Dean W.B.H. Cooke, Faculty of Engineering, University of Regina, Regina, Saskatchewan, S4S 0A2.

MOUNT ALLISON UNIVERSITY. Engineering Department. Applications are invited for a two-year appointment at the Lecturer level. M.E. in any branch of engineering is suitable, professional experience an asset. Expected teaching duties are in introductory level engineering courses in the first two years of a common-core curriculum. Salary will be based on qualifications and experience. Write: Professor G.W. Hannah, Engineering Department, Mount Allison University, Sackville, New Brunswick, E0A 3C0.

MCMASTER UNIVERSITY. Department of Civil Engineering and Engineering Mechanics. Water Resources Engineering. The Department of Civil Engineering and Engineering Mechanics at McMaster University will be making a tenure-track appointment in the Water Resources engineering field at the Assistant Professor level, effective July 1, 1980 or as soon as feasible thereafter. Applicants should hold the Ph.D. degree. Interest in municipal water resources engineering in general and familiarity with systems analysis of municipal hydraulics and/or wastewater treatment systems would be an advantage. The successful applicant will be expected to participate in the undergraduate and graduate teaching programmes and also conduct research in his field of specialization; salary level commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent as soon as possible to the Chairman, Department of Civil Engineering and Engineering Mechanics, McMaster University, Hamilton, Ontario, L8S 4L7.

MCMASTER UNIVERSITY. Department of Civil Engineering Mechanics. Geo-technical Engineering. The Department of Civil Engineering and Engineering Mechanics at McMaster University will be making a tenure track appointment in the geotechnical engineering field at the Assistant Professor level, effective July 1, 1980 or as soon as feasible thereafter. Applicants should hold the Ph.D. degree. An interest and experience in experimental soil mechanics research would be an advantage. The successful applicant will be expected to participate in the undergraduate and graduate teaching programmes and also conduct research in his field of specialization; salary level commensurate

with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent as soon as possible to the Chairman, Department of Civil Engineering and Engineering Mechanics, McMaster University, Hamilton, Ontario, L8S 4L7.

UNIVERSITY OF BRITISH COLUMBIA. Department of Bio-Resource Engineering. Soil and Water Engineering. The Department of Bio-Resource Engineering has a tenure track teaching and research position open at the Assistant Professor level in the area of Soil and Water Engineering. The position will require teaching engineering and agricultural science students the design of drainage and irrigation systems and analysis of hydrological data both at the undergraduate and graduate levels. Research projects will involve water resource needs in agriculture and forestry. Applicants should hold a Ph.D. degree in Bio-Resource Engineering, Agricultural Engineering, or other appropriate engineering discipline. The position is available July 1st, 1980. Forward curriculum vitae and names of three referees to: L.M. Staley, Acting Head, Bio-Resource Engineering Department, 2367 Main Mall, University of British Columbia, Vancouver, British Columbia, V6T 1W5.

ENGINEERING — AGRICULTURAL

UNIVERSITY OF GUELPH. School of Engineering. Agricultural Engineering. Applications are invited for the position Assistant Professor — Ph.D. in Agricultural Engineering specialization in agricultural mechanization (Field and/or farmstead mechanization with interest in systems). Degrees in other areas of engineering will be considered. To teach undergraduate and graduate courses in general engineering and agricultural mechanization and to develop strong research programs in the latter area involving supervision of graduate students. Appointment will be on a probationary basis. Appointments are subject to final budgetary approval. Closing date for application is August 1, 1980. Applicants should have a good knowledge of Canadian agriculture and mechanization. Applications should include a curriculum vitae, and names and addresses of three professional references and be mailed to Dr. J.R. Ogilvie, Director, School of Engineering, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH. School of Engineering. Agricultural Engineering. Applications are invited for the position Research Associate — Ph.D. in Agricultural Engineering, specialization in Power and Machine design, energy, machine systems. M.Sc. will be considered. Appointment will be on a contractually limited basis. Appointments are subject to final budgetary approval. Closing date for applications is August 1, 1980. Applicants should have a good knowledge of Canadian agriculture and mechanization. Applications should include a curriculum vitae, and names and addresses of three professional references and be mailed to Dr. J.R. Ogilvie, Director, School of Engineering, University of Guelph, Guelph, Ontario, N1G 2W1.

MCILL UNIVERSITY. Macdonald Campus. Department of Agricultural Engineering. The Department of Agricultural Engineering at Macdonald Campus of McGill University has a teaching and research position open. A good capability for instructing in basic engineering sciences is required, as well as competence in some of the applied agricultural engineering fields. A Ph.D. degree in agricultural engineering or other appropriate engineering discipline is desired. In addition to an agricultural background. Candidates should be able to qualify for membership in the Ordre des ingénieurs du Québec. Yearly appointments would be made at the rank of University Lecturer for three years, with the possibility of advancement occurring after that period. Closing date for application: June 30, 1980. Applicants should forward a curriculum vitae together with the names of three referees to: Dr. E. McKyes, Chairman, Department of Agricultural Engineering, Macdonald Campus of McGill University, Ste. Anne de Bellevue, Québec, H9X 1C0.

UNIVERSITY OF MANITOBA. Department of Agricultural Engineering. Applicants are invited for the position of Assistant Professor of Agricultural Engineering. The appointee will possess a doctoral degree with specialization in one or more of the follow-

ing areas: field crop mechanization, instrumentation in agriculture, agricultural waste management, interactions of plants and animals with their environment. Experience is preferable but not mandatory. Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application are especially encouraged to apply. The date of appointment will be January 1, 1981. The term of appointment will be dependent on the qualifications of the successful candidate. Applications including a curriculum vitae and the names of three willing referees should be sent to Professor M.G. Britton, Acting Head, Department of Agricultural Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 by August 15, 1980.

ENGINEERING — BIOCHEMICAL

UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Biochemical Engineering. Applications are invited for a tenured position as an Associate or Full Professor in Biochemical Engineering. The successful applicant must have an established teaching and research record. Industrial experience would be an asset. Rank will be consistent with qualifications and experience. Effective date of the appointment is either January 1, 1981 or July 1, 1981. Closing date for applications is July 31, 1980. Applications including curriculum vitae and names of three referees should be sent to: Dr. G.F. Chess, Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9.

ENGINEERING — CHEMICAL

ROYAL MILITARY COLLEGE OF CANADA. Département de chimie et génie chimique. Le département en chimie et génie chimique offre un poste de professeur adjoint ou agrégé selon l'expérience. Formation en génie chimique et spécialisation en sciences des matériaux. Le doctorat est préféré. Enseignement au premier et deuxième cycles en génie. Compétition aux universités de l'Ontario. Faire parvenir curriculum vitae au Dr. Pierre Bussières, Assistant au principal, Royal Military College of Canada, Kingston, Ontario, K7L 2W3. Date de dépôt: juillet 1980. Ouvert.

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry and Chemical Engineering. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields of chemistry and chemical engineering: Quantum chemical calculations on conformational changes and chemical reactions; photochemistry and radiation chemistry of transitional metal complexes; laser photochemistry, photophysics and spectroscopy; organometallic chemistry and organic reaction mechanisms; electron spin resonance studies of silicates and radicals; chemical reactions generated by ultrasound; dynamics of fast reactions using ultrasonic techniques; corrosion engineering; fuels from coal. These positions are tenable initially for one year, renewable, at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae to the undersigned, from whom further particulars may be obtained. Professor A. R. Knight, Chairman, Department of Chemistry and Chemical Engineering, University of Saskatchewan, S7N 0W0, Canada. Telephone 306-343-2933.

ENGINEERING — CIVIL

UNIVERSITY OF NEW BRUNSWICK. Department of Civil Engineering. 1. Assistant professor as a sabbatical replacement. 2. Minimum M.Sc. degree and at least three years of teaching experience. 3. To teach elementary structures and strength of materials; some assistance with graduate research in structures. 4. Salary scale is under negotiation at the present time. 5. Ralph M. Francis, Department of Civil Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3. 6. September 1, 1980 to June 30, 1981. 7. August 15, 1980.

ENGINEERING — COMPUTER

UNIVERSITY OF OTTAWA. Department of Electrical Engineering. Computer Engineering. Excellent opportunity. Tenure track faculty position in Computer Engineering. We seek an ambitious individual, preferably computer hardware oriented, to contribute to our dynamic program at the undergraduate and graduate level, and to develop his own research. A Ph.D. degree is required. Industry experience is an asset. Ottawa offers a unique opportunity in Canada for industrial research contacts and consulting. Start: as early as possible. Please send resume and names of references to Dr. Wolfgang J.R. Hofer, Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5, Canada. Tel: (613) 231-2493.

MCMASTER UNIVERSITY. Department of Electrical and Computer Engineering. One tenurable position is open preferably at the Assistant Professor level but possibly at the Associate Professor level. Candidates must have a strong commitment to undergraduate and graduate teaching, and a good research record with the potential to pursue vigorous independent research. Preference will be given to candidates with demonstrated proficiency in hardware and/or software aspects of computer engineering and modern control systems. A Ph.D. and refereed publications are essential. Resumes, including the names and addresses of three referees should be addressed to: Dr. D.P. Taylor, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7.

ENGINEERING — ELECTRICAL COMPUTER

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. Assistant Professor level, one probationary in a tenure-stream and one definite term, in the areas of Computers and Microwaves/Antennas. Applicants must hold a doctorate and have a strong commitment to both undergraduate and graduate teaching and research. Industrial experience would be considered an asset and a demonstrated aptitude for research is essential. An appointment for September 1980 is anticipated. Salary commensurate with experience and qualifications. A detailed resume, a statement of teaching and research interests and the names of three referees should be sent to: Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who are legally eligible to work in Canada at the time of application. Subject to the availability of funds.

NOVA SCOTIA TECHNICAL COLLEGE. Department of Electrical Engineering. Faculty Positions. Applications are invited for both tenure track and temporary positions starting July or September 1980. A Ph.D. or equivalent qualification with experience in teaching and research are minimum qualifications. Preferred areas of specialization are digital communication systems, instrumentation and signal processing. Other areas of current interest are energy supply systems, computer control systems and bio-medical engineering. Rank and salary will be awarded according to qualifications and experience. Applications, including a summary of qualifications and experience should be sent to: Dr. O.K. Gashus, Head, Department of Electrical Engineering, Nova Scotia Technical College, P.O. Box 1020, Halifax, Nova Scotia, B3J 2X4. Applications will be accepted until positions are filled.

QUEEN'S UNIVERSITY. Department of Electrical Engineering. Applications are invited for an Assistant Professorship in one or more of the areas of computers and logic design, electronics or communications and transmission. Background in teaching and research desirable. Industrial experience and professional Engineer status advantageous. Basic duties will include undergraduate and graduate teaching, research compatible with the departmental program, and participation with other academic staff in the academic and ad-

<p>ministrative affairs of the department. Salary dependent upon qualifications. Candidates of both sexes are equally encouraged to apply. Submit detailed curriculum vitae, with letter and names of three referees, to be received no later than June 30, 1980, to P.H. Witte, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6.</p> <p>UNIVERSITE DE MONTREAL. Voir secteur Informatique et recherche opérationnelle.</p>	<p>piled mechanics and numerical analysis. The position is initially for one year with possibility of renewal. Applications should be forwarded to Dr. J.Y. Wong, Department of Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Ontario, K1S 5B6.</p>	<p>spécialiste en protection des forêts ou dans une discipline connexe; — avoir de l'expérience en recherche, être capable de diriger une équipe de chercheurs et, de préférence, démontrer des aptitudes à générer des contrôles de recherche; — de préférence avoir de l'expérience dans l'enseignement; — pouvoir transmettre ses connaissances en français. Traitement: Selon la convention collective. Date limite pour l'inscription: le 30 juin 1980. Faire parvenir sous pli cacheté, son curriculum vitae et toute information pertinente à: M. Jacques Bélanger, directeur, Département d'aménagement et de sylviculture, Faculté de foresterie et de géodésie, Université Laval, Ste-Foy (Québec), G1K 7P4. N.B. Toutes les candidatures seront traitées confidentiellement.</p>	<p>mensurate with experience and subject to the availability of budget. Applications by June 30, 1980 to: D.R.F. Taylor, Department of Geography, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5B6.</p>
<p>ENGINEERING — MATERIALS</p>	<p>ENGINEERING — MINING/METALLURGICAL</p>	<p>FRAÇAIS</p>	<p>GEOLOGY</p>
<p>UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Materials Engineering. Applications are invited for an appointment as Assistant Professor in Materials Engineering. Qualification required is a Ph.D. (or equivalent) in Materials Engineering or Metallurgy. Academic duties include initiation and conduct of research, supervision of graduate students, and teaching at both the graduate and undergraduate level. The position should be filled by July 1, 1981 or earlier. Closing date for applications is December 31, 1980. Applications, including curriculum vitae and the names of three referees may be sent to: Dr. G.F. Chess, Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9.</p>	<p>NOVA SCOTIA TECHNICAL COLLEGE. Department of Mining and Metallurgical Engineering. The Department of Mining and Metallurgical Engineering at the Nova Scotia Technical College invites applications for a faculty position in the area of Physical Metallurgy. Duties include teaching at the graduate and undergraduate level and supervision of graduate students' research. A Ph.D. in Metallurgical Engineering is required. Prior industrial experience is desirable. Starting date is November 1, 1980. Application deadline is July 15, 1980. Applicants should send their resume along with the names of three references to: Dr. K.V. Gow, Professor and Department Head, Department of Mining and Metallurgy, Nova Scotia Technical College, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.</p>	<p>UNIVERSITE DE L'ALBERTA. Faculté Saint-Jean. 1. Professeurs d'Education en français langue première et français d'immersion à l'élémentaire. 2. Rang et traitement: Professeur adjoint — \$19,696 — \$25,675 (1979-80). 3. Les candidatures (curriculum vitae et lettres de références) devront être envoyées au Doyen de la Faculté Saint-Jean, 8408-91e rue, Edmonton, Alberta, T6C 4G9. Sujet à la disponibilité des fonds. Concours ouvert aux hommes et aux femmes.</p> <p>UNIVERSITE LAURENTIENNE. Département de Français. POSTE I. 1. Poste de professeur adjoint ou agrégé. 2. Doctorat ou maîtrise en linguistique ou littérature; expérience souhaitable en français langue seconde. 3. Enseignement: français langue seconde, français langue maternelle; éventuellement un cours de littérature du XIX siècle. 4. Traitement selon le rang et l'expérience. 5. Dr. P. Sabourin, directeur, département de français, Université Laurentienne, Sudbury, Ontario, P3E 2C6. 6. Entrée en fonction: 1er juillet 1980. 7. Sous réserve des décisions budgétaires nécessaires.</p> <p>POSTE II. 1. Poste temporaire (sessional) d'une durée d'un an. 2. Maîtrise en linguistique appliquée ou générale. Expérience en didactique du français langue seconde. 3. Enseignement: programme intensif de français (3 heures par jour). 4. Traitement selon le rang et l'expérience. 5. Dr. P. Sabourin, directeur, département de français, Université Laurentienne, Sudbury, Ontario, P3E 2C6. 6. Entrée en fonction: 1er juillet 1980. 7. Sous réserve des décisions budgétaires nécessaires.</p>	<p>BROCK UNIVERSITY. Department of Geological Sciences. Applications are invited for two probationary positions at the rank of Assistant Professor. Appointments will be effective for the 1980-81 academic year. Applicants should have a Ph.D. degree or equivalent in the relevant field. The applicants' specialties should cover a combination of the following fields: structural geology — tectonics, sedimentology and low temperature geochemistry. Additional expertise in the areas of groundwater geology and environmental geology would be an advantage. The successful applicant will be expected to teach undergraduate and graduate (M.Sc.) courses in their fields of expertise, and possibly to assist in introductory courses, to supervise graduate students and to conduct research. Salary will be commensurate with qualifications and experience. The floor of the Assistant Professor rank will be \$19,490 per annum for 1980-81. Applications with curriculum vitae and the names of three referees should be sent to: Chairman, Department of Geological Sciences, Brock University, St. Catharines, Ontario, L2S 3A1 by July 21, 1980.</p> <p>UNIVERSITY OF NEW BRUNSWICK. Department of Geology. Research Associate in the field of geochemistry. Candidates will be expected to develop an independent field of research and to assist with the direction and supervision of graduate students. Duties will include a limited teaching role. Post-doctoral research experience in industry, government or academic environments considered an asset. Candidates must hold a Ph.D. Appointment effective September 1, 1980. Competitive salary with an initial three year appointment. Reappointment or transfer to tenure track to be considered at end of the initial appointment. Applications including a curriculum vitae and names of three referees should be sent to: Chairman, Department of Geology, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.</p>
<p>ENGINEERING — MECHANICAL</p>	<p>FILM</p>	<p>GENETICS</p>	<p>UNIVERSITY OF NEW BRUNSWICK.</p>
<p>UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. 1. Assistant Professor. Tenure track position, initial appointment will be for three years. 2. A recent Ph.D. graduate with experience in digital and analog control of mechanical systems. 3. Teaching responsibilities will be primarily at the undergraduate and graduate levels in control and automation. The successful applicant will be expected to contribute to the department's research in this area. He will interact with faculty who have ongoing projects in this and related areas such as fluid power, machinery diagnostics and noise control. 4. Salary will be commensurate with experience and qualifications. 5. A detailed curriculum vitae, a statement of teaching and research interests and the names of three referees should be sent to: Dr. D.J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. September 1st, 1980 preferred. 7. No closing date for receipt of applications. (Subject to the availability of funds). First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.</p> <p>MCMASTER UNIVERSITY. Department of Mechanical Engineering. Position: (i) Research Associate or P.D.F. required for a period of not less than one year, commencing September 1980, to work in the general area of metalforming. (ii) Research Associate for the summer of 1981, for about six months, to work on slip line fields for anisotropic fluids. Contact: Dr. A. Szwed, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.</p>	<p>YORK UNIVERSITY. Film Department. 1) Lecturer in film production and still photography at the introductory level of four-year honours program. Experience with Super 8 as a teaching tool is desirable. Seasonal appointment September 1, 1980 to April 30, 1981. 2) Assistant Professor in film studies qualified to teach courses such as Directors, Cinema, Canadian Film and general first year introduction to film. One year appointment September 1, 1980 to June 30, 1981. (Appointments subject to budget approval). Send letter of application with resume and references to: Stan Fox, Chairman, Film Department, Faculty of Fine Arts, York University, 4700 Keele Street, Downsview (Toronto), Ontario, M3J 2R6. Deadline for applications is July 1980.</p>	<p>UNIVERSITY OF ALBERTA. Department of Finance and Management Science. The Department of Finance and Management Science has a full-time faculty position in Finance beginning July 1, 1981. Responsibilities include graduate and undergraduate teaching and research in financial theory. Applicants should have a Ph.D. in Finance or be at completion stage of the degree. Salary and benefits are highly competitive. Applicants are invited to send resumes and names of references to: Professor Setha M. Tinc, Chairman, Department of Finance and Management Science, Faculty of Business Administration and Commerce, The University of Alberta, Edmonton, Alberta, T6G 2G1. The University of Alberta is an equal opportunity employer.</p>	<p>UNIVERSITY OF NEW BRUNSWICK. Department of Geology. Applications are invited for a post-doctoral or research associate position working on mineral chemistry in sulfide deposits. Analytical work will involve the use of an energy dispersive micro-analytical facility (Kevex) on a S.E.M. Familiarity with micro-analytical methods of analyses of minerals is essential and a geological background would be an asset. The appointment will last for at least two years. Salary will be based on NSERC post-doctoral rates. Send resume and names of three referees to Dr. D.J. Bachinski, Department of Geology, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.</p>
<p>UNIVERSITY OF BRITISH COLUMBIA. Department of Mechanical Engineering. A tenure-track position is available for September 1, 1980 or July 1, 1981 in Heat Transfer or Thermodynamics. Younger candidates of outstanding research and lecturing potential are being sought for appointment at the Assistant Professor or possibly the Associate Professor level. Preference will be given to candidates with lecturing experience and the Ph.D. degree or high quality industrial experience. Salary will depend on qualifications and experience. For the session 1980-1981 only, a one-year appointment would be considered, so that faculty on leave from other institutions may wish to apply. Write to: Professor Philip G. Hill, Head, Department of Mechanical Engineering, University of British Columbia, Vancouver, British Columbia, V6T 1W5, Canada.</p> <p>CARLETON UNIVERSITY. Department of Mechanical and Aeronautical Engineering. A Senior Research Associate is required for a research project on Terrain-Vehicle Systems Analysis funded by a government department. The candidate should have a Ph.D. degree in Engineering and considerable research experience in the mechanics of vehicle-terrain interaction, ap-</p>	<p>FORESTERIE ET GEODESIE</p> <p>UNIVERSITE LAVAL. Faculté de foresterie et de géodésie. Département d'aménagement et de sylviculture. Description du poste: Professeur en protection des forêts avec accent sur les incendies forestiers dont les principales responsabilités seront de participer: — à l'enseignement de la protection des forêts aux étudiants du premier cycle et à l'encadrement de ces étudiants; — au développement de cours gradués pour les étudiants du deuxième et troisième cycles dans le domaine de la protection des forêts; — à l'intégration de l'enseignement et de la recherche en protection des forêts dans le contexte général de l'aménagement des forêts; — à la conduite de la recherche et à la direction de thèses d'étudiants des 2e et 3e cycles; — à des comités départementaux, facultaires et universitaires. Critères de sélection: Le candidat doit: — posséder un diplôme de base (baccalauréat) en sciences forestières; — être détenteur d'un diplôme de maîtrise, de préférence celui de doctorat d'une université reconnue et être</p>	<p>GEOGRAPHY</p> <p>UNIVERSITY OF SASKATCHEWAN. Department of Geography. 1. Lecturer, one-year position. 2. Ph.D. preferred. 3. To teach second-year class in Biogeography and one section of the introductory physical geography class. 4. \$15,354 (1979-80). 5. Professor John McConnell, Acting Head, Department of Geography, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0V0. 6. July 1, 1980. 7. When position filled.</p> <p>CARLETON UNIVERSITY. Department of Geography. Computer Cartography. Research Associate (Full or Part-time). A graduate degree (preferably Ph.D.) plus a minimum of eight to ten years exposure to computer cartography. The candidate must be intimately familiar with the GIMMS system in particular and interactive techniques in general. The position will entail both systems and cartographic design of specified additions to the GIMMS system and its application to the mapping of socio-economic data. Position may involve some teaching and demonstrating. Salary com-</p>	<p>UNIVERSITY OF WINDSOR. Department of Geology. Sedimentary Petrologist — Sedimentologist. A term appointment of 8 months to one year duration for 1980-81 academic year. The Department of Geology has been authorized to appoint a sabbatical replacement for the 1980-81 academic year in the disciplines of Sedimentary Petrology and Sedimentology. The appointment would be at the Lecturer or Assistant Professor rank. The appointment would be for 8 months to one-year term beginning as early as July 1, 1980. Duties will include undergraduate and graduate course load. Please submit a resume and the names of</p>

three references to: Dr. D.T.A. Symons, Chairman, Department of Geology, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF MANITOBA. Department of Earth Sciences. Sedimentologist and/or Petroleum Geologist Required. Subject to budgetary approval, the Department of Earth Sciences will have a position available at the Assistant Professor level or possibly the Associate Professor level. Candidates should hold the Ph.D. degree and have experience in sedimentary and/or petroleum geology. The successful candidate is expected to do research, and to teach undergraduate and graduate courses such as introductory physical geology, petroleum geology, sedimentation, stratigraphy, or areas of the candidate's speciality. The appointment will be made as soon as possible after July 1, 1980. Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application are especially encouraged to apply. Applications including curriculum vitae and names of three referees should be sent to: Head, Department of Earth Sciences, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

GEOPHYSICS

UNIVERSITY OF BRITISH COLUMBIA. Department of Geophysics and Astronomy. Academic Curator. The Department of Geophysics and Astronomy, University of British Columbia is seeking to fill a position of Academic Curator. The successful applicant must be well versed in either (or both) Geophysics and Astronomy. Duties to include interaction with the public, development and maintenance of displays, demonstration, slide sets, etc., as well as editing/coordination of publications. Coordination and supervision of telescope usage and maintenance. Minimum qualifications: B.Sc. with ability to work with both individuals and groups. Salary to \$22,600 per year for one year (renewable). Closing date: July 31, 1980. Applications including resume and names of three referees should be forwarded to: Dr. T. K. Meron, Head, Department of Geophysics and Astronomy, University of British Columbia, 130-2219 Main Mall, Vancouver, British Columbia, V6T 1W5.

HOME ECONOMICS/ FAMILY STUDIES

UNIVERSITY OF MANITOBA. Faculty of Home Economics. Department of Family Studies. A full time position is available at the Assistant or Associate Professor level to teach graduate and undergraduate courses and to undertake research in the area of Family Economics, Consumer Studies, and/or Home Management. Preference will be given to applicants holding a Ph.D. or equivalent who have demonstrated competence in teaching and research. Salary and rank commensurate with qualifications and experience. Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application are especially encouraged to apply. Enquiries and applications, including a complete curriculum vitae and the names of three referees should be sent to Professor Ruth Berry, Chairman of Selection Committee, Department of Family Studies, Faculty of Home Economics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada. Position open until filled.

UNIVERSITY OF ALBERTA. Faculty of Home Economics. Child Development/Family Studies. Academic Rank Assistant Professor Degree. Ph.D. with experience preferred. Responsibilities: Teaching, research, supervise graduate students. Child development and general family studies. Current salaries: 1979-80 — \$21,259, base salary assistant professor. Deadline: July 1, 1980 or until filled. Write: Dr. O. Kleren, Chairperson, Division of Family Studies, 801 General Services, Faculty of Home Economics, University of Alberta, Edmonton, Alberta, T6G 2E2. (The University of Alberta is an equal opportunity employer).

HUMAN BIOLOGY

UNIVERSITY OF GUELPH. School of Human Biology. Applications are invited from scholars with M.D., Ph.D., or equivalent, and a background in human life science, for the position of Director of the School of Human Biology and Chairman, Department of Human Kinetics, in the College of Biological Science. This is a term appointment (the normal term being 5 years) and is renewable. An appointment with immediate tenure is possible. The salary will be competitive. Position subject to final budgetary approval. Duties are to administer an academic unit of 10 faculty and 8 administrative and technical support staff, to participate in the teaching of undergraduate and graduate courses and to follow own research. Teaching and research areas of the faculty include: human skeletal biology, bioengineering, ergonomics/human factors, metabolic and respiratory aspects of energetics, behaviour modification and hyperkinesia, human variability and phylogeny. Two undergraduate streams in human biology are administered by the School: one a general honours programme in human biology, and the other an honours programme with human movement as a focus. There is a well equipped research facility with a new and expanding graduate programme leading to a Master's degree in the field. Applications, which will continue to be considered until the post is filled, hopefully by 81 01 01, should include a curriculum vitae and the names of three referees, should be addressed to: Professor Keith Ronald Dean, College of Biological Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. (519) 824 4120 ext. 3342.

HUMAN COMMUNICATION DISORDERS

DALHOUSIE UNIVERSITY. School of Human Communication Disorders. Assistant or Associate Professor, Speech Pathology, commencing September 1980 or sooner. Salary in accordance with experience and qualifications. Ph.D. (A.B.D. considered). Must meet requirements for membership in the Canadian Speech and Hearing Association. Must feel comfortable teaching a variety of basic speech pathology courses and courses fundamental to the field. A special interest in diagnostic and organic disorders would be an asset. Some practicum supervision as part of regular duties. Send application, current curriculum vitae, and names of three referees to: Dr. Michael Webster, Professor and Director, School of Human Communication Disorders, Dalhousie University, 5599 Fenwick Street, Halifax, Nova Scotia, B3H 1R2.

INFORMATIQUE ET RECHERCHE OPERATIONNELLE

UNIVERSITE DE MONTREAL. Faculté des arts et des sciences. Département d'informatique et de recherche opérationnelle. Oeuvres postes de professeur. Le Département d'informatique et de recherche opérationnelle est à la recherche de deux professeurs de carrière. Fonctions: Enseignement aux trois cycles — baccalauréat, maîtrise, doctorat; recherche; encadrement d'étudiants gradués. Exigences: Occasional, ou l'équivalent, en systèmes opératoires, en langage de programmation, en bases de données, en informatique appliquée à la gestion ou dans un domaine connexe. Traitement: Selon les normes de la convention collective en vigueur. Date d'entrée en fonction: le plus tôt possible après le 1er juin 1980. Date de clôture des candidatures: le 31 juillet 1980. Les candidats sont priés d'envoyer leur curriculum vitae à: M. Robert Clérout, Directeur, Département d'informatique et de recherche opérationnelle, Université de Montréal, C.P. 6128, Succursale A, Montréal (Québec), H3C 3J7.

LAW

UNIVERSITY OF OTTAWA. Faculty of Law. Common Law Section. Applications are in-

vited for positions in the Common Law Section subject to budget approval by the University. Although applications are not restricted to a particular area of law, we wish to further develop our curriculum in the areas of property and taxation in 1981-82. Salary and rank commensurate with qualifications and experience. Application should be made to Dean H. A. Hubbard, Faculty of Law, Common Law Section, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF MANITOBA. Faculty of Law. The Faculty of Law, University of Manitoba, invites applications for appointment as assistant, associate or full professor, subject to approval by the University. Appointment is to be made either for July 1, 1980 or July 1, 1981. Requirements include graduate work, practice or equivalent experience beyond the first degree in law, with a commitment to teaching, research and scholarship in basic public and common law subjects. Applications, accompanied by a detailed curriculum vitae and the names of three referees, should be addressed to Dean Jack R. London, Faculty of Law, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application are especially encouraged to apply. Both men and women are encouraged to apply.

CARLETON UNIVERSITY. Department of Law. Assistant Professor of Law. Candidate must have an LL.M. degree or equivalent. Professional qualifications in law desirable. Subjects to include tax and commercial law. Send applications, including curriculum vitae and the names of three referees to: D.W. Elliott, Chairman, Department of Law, Carleton University, Ottawa, Ontario, K1S 5B6. Effective date of application: August 1, 1980. Closing date of application: June 30, 1980. Position subject to budgetary approval.

UNIVERSITY OF ALBERTA. Department of Industrial and Legal Relations. The Department of Industrial and Legal Relations in the Faculty of Business Administration and Commerce, invites applications for a full-time, tenure-track position in Legal Relations. Applicants must hold the LL.B. or J.D. degree; further training in law or in a related discipline is highly desirable. The Department offers programs of study in both industrial relations and legal relations, the latter being a new and developing field in Canada which provides a broadly-based interdisciplinary approach to legal studies in business and society. The successful applicant will participate in course and program development. The position is available immediately. Applications should include a curriculum vitae and the names of at least three referees, and should be sent to: Professor Michael Mark, Department of Industrial and Legal Relations, 320 Athabasca Hall, The University of Alberta, Edmonton, Alberta, T6G 2G1; telephone: 403-432-5367. The University of Alberta is an equal opportunity employer.

LIBRARY

CAMPION COLLEGE, UNIVERSITY OF REGINA. The Library. Campion College, federated with the University of Regina, requires a Librarian II to head its liberal arts library (50,000 volumes). The incumbent is responsible to the President of the College for all library and management functions; emphasis is placed on public service and collection development, cataloguing is delegated to the University Library. The position includes supervising a full time library assistant and student assistants. Qualifications: A Master's degree from an accredited library school, preferably with some experience. Starting salary, 1979-80 — \$17,130. Academic status. Send curriculum vitae and names of 3 references to: Ms. Linda Leif Karlinsky, Campion College, The University of Regina, S4S 0A2. Appointment effective July 1, 1980.

UNIVERSITY OF MANITOBA LIBRARIES. Library Systems Coordinator (Search Reopened). Working in close cooperation with all levels of Library staff, the incumbent evaluates library operations, defines requirements and develops specifications for cost-effective manual and automated systems, coordinates the implementation and operation of library automated systems. Automated systems include an on-line acquisitions system and an online circulation control system. An automated serials control system is being developed.

The Library uses utlas automated catalogue support services. Computer facilities include an Amdahl 470/V7 computer with time-sharing system. Preferred qualifications include a degree from an accredited library school, knowledge of library network development, and automated library systems, several years relevant experience in academic libraries. Candidates without a library degree, but with knowledge of, and experience with, related automated systems will be considered. Applicants should have good human relations skills, resourcefulness, problem solving skills, technical knowledge and initiative. Starting Salary: Up to \$27,000, depending on qualifications. There is a two year probationary period. Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application are especially encouraged to apply. The University of Manitoba Library system consists of the Elizabeth Dafeo Library and twelve additional libraries and reading rooms with a full time staff of 227 and collections of over one million volumes: the Library serves a student population of approximately 18,000. Applications with curriculum vitae and the names of three referees should be forwarded as soon as possible to: Paul W. Smith, Assistant Director for Administration (Libraries), University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

MATHEMATICS/STATISTICS

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Statistics. Applications are invited for several one-year contractually limited positions effective September 1, 1980 or January 1, 1981. Positions may be at the Assistant or Associate Professor level. These positions are subject to final budgetary approval. Duties include undergraduate teaching and research and/or consulting. Send curriculum vitae including names of three referees to: Professor W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF WESTERN ONTARIO. Department of Mathematics. Statistics and Actuarial Science Group. The University of Western Ontario invites applications for a senior position in statistics, preferably in the field of Applied Probability. Salary will be commensurate with qualifications and experience. The appointment will be made subject to funds being available. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Director, Statistics and Actuarial Science Group, Department of Mathematics, The University of Western Ontario, London, Ontario, N6A 5B9, Canada.

UNIVERSITY OF WESTERN ONTARIO. Department of Mathematics. Statistics and Actuarial Science Group. The Statistics and Actuarial Science Group of the Department of Mathematics of The University of Western Ontario invites applications for a senior visiting appointment for a term not longer than one year. Salary will be commensurate with qualifications and experience. The appointment will be made subject to funds being available. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Director, Statistics and Actuarial Science Group, Department of Mathematics, The University of Western Ontario, London, Ontario, N6A 5B9, Canada.

UNIVERSITY OF WESTERN ONTARIO. Department of Mathematics. Statistics and Actuarial Science Group. The Statistics and Actuarial Science Group of the Department of Mathematics of The University of Western Ontario invites applications for positions in actuarial science. Salary and rank will be commensurate with qualifications and experience. Appointments will be made subject to funds being available. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I. B. MacNeill, Director, Statistics and Actuarial Science Group, Department of Mathematics, The University of Western Ontario, London, Ontario, N6A 5B9, Canada.

UNIVERSITY OF WESTERN ONTARIO. Department of Mathematics. Statistics and Actuarial Science Group. The Statistics and Actuarial Science Group of the Department of Mathematics of The University of

Western Ontario Invites applications for a one-year limited term appointment from statisticians with major interest in statistical computing and in biomedical applications. Salary will be commensurate with qualifications and experience. The appointment will be made subject to funds being available. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Director, Statistics and Actuarial Science Group, Department of Mathematics, The University of Western Ontario, London, Ontario, N6A 5B9, Canada.

UNIVERSITY OF NEW BRUNSWICK. Department of Mathematics and Statistics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredericton, expects to have an opening as of July 1, 1980, subject to budgetary approval, for a Statistician at the level of Assistant or possibly Associate Professor. Possibly a tenurable position. Ph.D. required. Send an up-to-date curriculum vitae and the names of three referees to Dr. G. Mason, Chairman, Department of Mathematics and Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3. Applications will be received until the position is filled.

UNIVERSITY OF BRITISH COLUMBIA. Department of Mathematics. The Department of Mathematics, the University of British Columbia, has one position at the Assistant, Associate or Full Professor level. Qualifications: Ph.D., strong interest in teaching and research. Duties: Graduate and undergraduate teaching, research. Vitae to: Dr. B.N. Moys, Head, Department of Mathematics, The University of British Columbia, No. 121-1984 Mathematics Road, University Campus, Vancouver, British Columbia, V6T 1Y4. Position available: July 1, 1981.

MEDICINE

UNIVERSITY OF OTTAWA. School of Medicine. Department of Physiology. Applications are invited for a tenure-track faculty position at the Assistant or Associate Professor level. Duties include research and undergraduate and graduate teaching. An established research record and a keen interest in teaching are essential. Some preference may be given to candidates whose research interests are in endocrine physiology and neurophysiology. Fluency in French as well as English would be an asset. Applicants must be legally eligible to work in Canada. Salary and rank are commensurate with experience and qualifications. Applications will be accepted until September 30, 1980, with position to be filled before the end of 1980. Send curriculum vitae and the names of three referees to Dr. J.S. Cowan, Chairman, Department of Physiology, School of Medicine, University of Ottawa, Ottawa, Ontario, K1N 9A5.

ONTARIO CANCER TREATMENT AND RESEARCH FOUNDATION. Medical Oncology. The Ontario Cancer Treatment and Research Foundation requires a Medical Oncologist with training and/or experience in clinical trials for the new Toronto-Bayview Cancer Clinic in Toronto. The Cancer Clinic, in association with Sunnybrook Medical Centre, University of Toronto, will provide all treatment modalities for 2500 new patients per year. Applicants should be eligible for appointment to the Faculty of Medicine, University of Toronto. Send curriculum vitae and resume of experience to Dr. D. Osoba, Division of Oncology, Sunnybrook Medical Centre, 2075 Bayview Avenue, Toronto, Ontario, Canada, M4N 3M5.

UNIVERSITY OF TORONTO. Faculty of Medicine. (1) University Department: Pathology. (2) University Title: Research Associate. (3) Qualifications Required: Ph.D. in Biochemistry. At least three years of experience in the field of Chemical Carcinogenesis with emphasis on carcinogen-DNA interaction, chromosomal alterations, fractionation of chromatin DNA; DNA damage; *in vivo* repair and replication of carcinogen damaged DNA. Knowledge in DNA sequencing techniques and the use of restriction enzymes is desirable. (4) Nature of Duties: Conduct of experiments and supervision of graduate students. (5) Salary: \$16,000 - \$20,000 (grant supported). (6) Person to Whom Enquiries Should be Sent: Submit curriculum vitae and names of two referees to Dr. E. Farber, Chairman, Department of Pathology, Banting Institute, 100 College

Street, Toronto, Ontario, M5G 1L5. (7) Effective Date of Appointment: Open. (8) Closing Date for Receipt of Applications: July 1, 1980.

UNIVERSITY OF ALBERTA. Faculty of Medicine. Experienced Academic Electrocardiographer. The Faculty of Medicine and the University of Alberta Hospital, (with Alberta Heritage Applied Cardiac Research funding) are seeking a clinical research cardiologist with special experience in electrocardiopathy and invasive electrocardiography. Duties will include administration of the ECG lab, involvement with the ongoing development of computer assisted ECG interpretation, performance of intracardiac electrophysiologic studies and activities in the Pacemaker Clinic. Please reply with curriculum vitae and names of three referees to: Dr. R.F. Taylor, Acting Director, Division of Cardiology, Department of Medicine, 6-124B Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3.

UNIVERSITY OF TORONTO. Faculty of Medicine. (1) University Department: Anatomy. (2) University Title: Tutor. (3) Qualifications Required: M.D. and/or Ph.D. with at least 2 years' experience in teaching Gross Anatomy to medical, dental and allied health science students. (4) Nature of Duties: Demonstrate Gross Anatomy of first-year medical and dental students. (5) Salary: \$15,000/annum. Limited term appointment (1 year). (6) Person to Whom Enquiries Should be Sent: Dr. Keith L. Moore, Chairman, Department of Anatomy, Medical Sciences Building, University of Toronto, Toronto, Ontario, M5S 1A8. (7) Effective Date of Appointment: As soon as possible. (8) Closing Date for Receipt of Applications: July 15, 1980.

UNIVERSITY OF SASKATCHEWAN. College of Medicine. Department of Physiology. Applications are invited for appointment as Lecturer at the Assistant or undergraduate level. Applicants must have an M.D., D.V.M. or Ph.D. degree. The appointment will be for 1 year only. Salary commensurate with experience; and base for the Lecturer rank is \$15,394 on 1979-80 scale. Send applications (including complete curriculum vitae and the names of three referees) to Dr. J.W. Phillips, Head, Department of Physiology, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W4.

UNIVERSITY OF TORONTO. Faculty of Medicine. (1) University Department: Playfair Neuroscience Unit. (2) University Title: Research Associate. (3) Qualifications Required: Ph.D. degree or equivalent in extensive laboratory experience in an appropriate field. Candidate should be capable of independent work in carrying out intracellular recordings on cat motoneurons. (4) Nature of Duties: The appointee will be working at an interdisciplinary research institute which includes neurophysiologists, neuroanatomists, neurobiochemists and clinical neurophysiologists whose major research interests range from clinical aspects of disordered motor control to cellular neurobiological mechanisms. Facilities are available for studies on behaving animals, intracellular recording and microstimulation, intracellular injection of HRP and three-dimensional computer reconstruction for histological sections and neuronal modelling. (5) Salary: Salary commensurate with experience; contractually limited term appointment of 2 years only. (6) Person to Whom Enquiries Should be Sent: Dr. P. Ashby or Dr. P. Carlen, Playfair Neuroscience Unit, Toronto Western Hospital, 9 North Pavilion, 399 Bathurst Street, Toronto, Ontario, M5T 2S8, Canada. (7) Effective Date of Appointment: August 15, 1980. (8) Closing Date for Receipt of Applications: July 15, 1980.

UNIVERSITY OF TORONTO. Faculty of Medicine. (1) University Department: Medicine. Hospital Department: Medicine (Cardiology). (2) University Title: Lecturer. Hospital Title: Staff Physician. (3) Qualifications Required: M.D., qualified to take R.C.P.C. (Cardiology). (4) Nature of Duties: a) to help in running Non Invasive Cardiology Laboratory, especially in one and two dimensional echocardiography; b) to develop a clinical cardiology practice; c) to become involved in clinical research (particularly in heart muscle disease). (5) Salary: \$36,000.00. (6) Person to Whom Enquiries Should be Sent: Dr. E.D. Wiple, Director, Division of Cardiology, Toronto General Hospital, 101 College Street, Toronto, Ontario, M5G 1L7. (7) Effective Date of

Appointment: August 15, 1980. (8) Closing Date for Receipt of Applications: July 15, 1980.

UNIVERSITY OF WESTERN ONTARIO. Department of Anatomy. The University of Western Ontario has available in its Anatomy Department an endowed, full time position for a Research Scientist whose work is related to the Auditory or Vestibular Systems or other areas in the general field of Otolaryngology. We are seeking a Morphologist with a Ph.D. degree or equivalent at the Assistant Professor level who wishes to spend a major portion of time in research in an established, well equipped Department of Anatomy. Applications, together with an up-to-date curriculum vitae and the names of three referees, should be submitted by June 30, 1980, to: Dr. M.J. Hollenberg, Dean of Medicine, The University of Western Ontario, London, Ontario, N6A 5C1.

UNIVERSITY OF BRITISH COLUMBIA. Department of Pathology. Applications are invited for two positions, one at the level of Research Associate/Professional Assistant and the other a tenure track position at a level commensurate with the background of the successful applicant. Those applying should have a Ph.D. and a minimum of 3 years post-doctoral research experience in biophysical and biochemical studies of cellular interactions. Both appointees will be expected to contribute to ongoing projects in the area of biomechanical and rheological studies of cellular adhesion. Salaries are negotiable depending on qualifications and experience. Effective date of appointment is July 1, 1980 or later by mutual agreement. Applications will be accepted until both positions are satisfactorily filled. First consideration will be given to suitably qualified applicants legally entitled to work in Canada. Send applications with the names of three referees to Dr. D.E. Brooks, Department of Pathology, University of British Columbia, Vancouver, B.C., V6T 1W5.

MCMMASTER UNIVERSITY. Department of Pediatrics. Positions for a post-doctoral fellow and research associate are available immediately to study bio-chemical genetics including errors of metabolism. Background in enzymology, electron microscopy, immunology or tissue culture will be an asset. Send resume and names of three referees to Dr. Patricia Chang or Dr. Ronald G. Davidson, Department of Pediatrics, McMaster University, Room 3H 31, 1200 Main Street West, Hamilton, Ontario, Canada, L8N 3Z5.

UNIVERSITY OF BRITISH COLUMBIA. Department of Medical Genetics. Internist-Geneticist. The Department of Medical Genetics of the University of British Columbia, invites applications for a tenure-track faculty appointment from individuals with background in internal medicine and genetics. The suitable candidate will be requested to direct clinical services for the department. The position is available July 1, 1980. Applicants should send an up-to-date curriculum vitae with names of three referees, before August 15, 1980, to: Dr. P.A. Baird, Head, Department of Medical Genetics, No. 235-5804 Fairview Crescent, The University of British Columbia, Vancouver, British Columbia, V6T 1W5, Canada. The University of British Columbia offers equal opportunity or employment to qualified male and female candidates.

UNIVERSITY OF BRITISH COLUMBIA. Department of Medical Genetics. Assistant Professor - Immunogenetics. The Department of Medical Genetics of the University of British Columbia invites applications for a tenure-track faculty appointment from individuals with a background in immunogenetics. Experience in the genetics of cellular response is desirable. Applicants should send an up-to-date c.v. and names of 3 referees, before November 1, 1980, to: Dr. P.A. Baird, Head, Department of Medical Genetics, No. 235-5804 Fairview Crescent, The University of British Columbia, Vancouver, British Columbia, V6T 1W5. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

MINERALOGY

MCGILL UNIVERSITY. Redpath Museum. Mineralogy. Technician with B.Sc. or M.Sc. in geology or mineralogy. Responsibility for the supervision and cataloguing of mineral and petrographic collections for teaching and research, preparing exhibits and lab

demonstrations in geology. September 1, 1980. Salary \$13,944 p.a. Apply with curriculum vitae and names of two referees to: The Director, Redpath Museum, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, Canada.

MUSIC

ALGOMA UNIVERSITY COLLEGE. Department of Music. Algoma Conservatory of Music. 1. Invite applications for a cross appointment in piano and theory. 2. Duties include: two university courses in Materials of Music; piano teaching in Department of Music; piano teaching at Conservatory level. 3. Minimum qualifications: Master's degree plus demonstrated ability. 4. Seasonal salary plus negotiable number of teaching hours. 5. Letter of application and curriculum vitae to: Professor Thomas Hahn, Department of Music, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G3. 6. Date of appointment: 1 September 1980. 7. Closing date: when position is filled.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. Applied Music Department. The Faculty of Music invites applications for an eight-month Limited Term appointment as flute instructor in the Applied Music Department. 1. Rank: Open. 2. Qualifications: A D.M.A. or equivalent training plus extensive performing and teaching experience. 3. Duties: Undergraduate and graduate individual flute instruction, ensemble coaching, solo recitals and faculty ensemble performances, including Faculty Chamber Orchestra. 4. Salary: Negotiable, depending on experience and qualifications. 5. Inquiries: Professor Robert Creech, Acting Chairman, Applied Music Department, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. 6. Date of appointment: September 1, 1980. 7. Closing date for applications: July 1, 1980.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Music. Music Education (Woodwinds). Applications are invited for a two-year appointment in Music Education (Woodwinds). Minimum of Master's degree with instrumental expertise in clarinet and flute. Teaching Music Education courses in Elementary and Secondary education as well as woodwind majors at the undergraduate level. Salary commensurate with experience and qualifications. Send curriculum vitae, recent performance tape, three letters of reference and copies of graduate transcripts to Professor Hubert Tersteeg, Chairman, Department of Music, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. Position effective September 1, 1980. Closing date for applications when position is filled.

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Division of Performing Arts. Music Section. Position available effective July 1, 1980. The Faculty's Division of Performing Arts (Music Section) invites applications for an experienced performer/teacher in Chamber music performance. Teaching responsibilities include ensemble workshops in traditional and contemporary repertoire as well as a possible History or Theory course. The successful candidate will be expected to be an experienced performer, desirous and able to perform frequently, both as recitalist and chamber music performer. Bilingualism (French and English) is an asset. Qualifications: M.Mus. or Ph.D. in Chamber Music performance or extensive professional experience. Salary and Rank: Lecturer or Assistant Professor. Salary negotiable. Deadline for applications is until position is filled. Applications should be accompanied by a complete curriculum vitae and the names of at least three persons who are familiar with the applicant's work and who would be prepared to provide references. Please address all inquiries and/or applications to: S. Friedland, Director, Performing Arts, Faculty of Fine Arts, Concordia University, 7141 Sherbrooke Street West (HB-103), Montreal, Quebec, H4B 1R6.

NATIVE AMERICAN STUDIES

UNIVERSITY OF LETHBRIDGE. Department of Native American Studies. 1. One position at the Assistant Professor level. 2. Candidates with background in business ad-

<p>ministration or history will be given preference but applications are not limited to such a background. 3. Duties will include teaching undergraduate courses in N.A.S. research, and assisting in development of the program in Native American Studies. 4. Salary Schedule (1979-80): Assistant Professor — \$20,446 — \$28,616. 5. Applications, including a curriculum vitae, transcripts and three letters of reference, should be sent to: The Chairman, Department of Native American Studies, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Probationary appointment for one year beginning 1 July 1980, or as soon as possible thereafter. 7. Closing Date: When position is filled.</p>	<p>faculty positions will be created within the School in the next three years. To enable forward planning and facilitate recruitment by the Director, when appointed, persons interested in these appointments are invited to write to the Dean of the Faculty of Health Professions, indicating their area of expertise, the year in which they would be available and enclose their curriculum vitae. Candidates would normally be expected to be eligible for membership in the Canadian Association of Occupational Therapists. These appointments will offer an opportunity to participate in setting up a new School and a new program with Innovative Approaches to teaching Occupational Therapy. Research will be encouraged. Please write to: Robert S. Tonks, Ph.D., Dean, Faculty of Health Professions, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7.</p>	<p>ment to scholarship. 4. Assistant Professor (minimum \$18,400), Associate Professor (minimum \$23,900). Salary commensurate with qualifications and experience. (Subject to the availability of funds.) 5. Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. Until position filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.</p> <p>MC GILL UNIVERSITY. Department of Physical Education. Faculty of Education. Title of Position: Assistant Professor or Lecturer depending upon qualifications. Qualifications: Doctoral degree or equivalent preferred. Nature of Duties: Concentration in Bio-Mechanics at undergraduate and graduate levels as well as some involvement in skills and techniques. This appointment also has excellent potential for associated work with the departments of Physics and Mechanical Engineering who have demonstrated research interest in sport activities. Date of Appointment: September 1, 1980. Salary: Dependent upon qualifications and experience. Base Salary — Assistant Professor: \$24,150. For those interested please submit an application with a detailed curriculum vitae, official transcripts of graduate and undergraduate work, and the names of two persons who can supply letters of reference for Chairman, Dept. of Physical Education, Faculty of Education, McGill University, 475 Pine Ave. W., Montreal, Quebec, H2W 1S4.</p> <p>UNIVERSITY OF TORONTO. School of Physical and Health Education. Applications are invited for the following position: Assistant Professor. B. Nature of Duties — Teach undergraduate courses in Biomechanics and Kinesiology. Establish a research programme independently as well as in concert with the development of an Institute for the Study and Evaluation of High Performance in Athletics. Qualifications: Doctoral degree, teaching experience, published research, competency in an activity area. Salary: Commensurate with rank and experience. Appointment Date: As soon as possible. Please forward applications and curriculum vitae to: Dr. J. Shepherd, Director, School of Physical and Health Education, University of Toronto, Toronto, Ontario, M5S 1A1.</p>	<p>Canada at the time of application will receive first consideration. Send vitae and three letters of reference to: Kenneth Hill, Chairperson, Department of Psychology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.</p> <p>UNIVERSITY OF WINDSOR. Department of Psychology. The Department of Psychology at the University of Windsor has the following positions available subject to budgetary approval: Developmental or Child/Clinical Psychologist — for a one year period starting July 1 or September 1, 1980. This person should have the Ph.D. degree with a specialization in the area of Development or Child/Clinical Psychology. Clinical Psychologist — a tenure track position, rank open. Preference will be given to applicants with an established publication record and an ongoing programme of research. Psychological Services Centre — Faculty Appointment — a tenure track position at the Assistant Professor rank. Duties include providing individual, group, couple and family therapy, as well as supervising graduate students enrolled at various levels of doctoral training. A Ph.D. in Clinical Psychology is required and experience in the supervision of graduate students is preferred. Registration or eligibility for registration as a psychologist in the Province of Ontario is also required. Interested qualified individuals are requested to send a curriculum vitae and the names of three referees to: Dr. Henry L. Minton, Head, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4.</p> <p>CARLETON UNIVERSITY. Department of Psychology. Applications are invited for a preliminary faculty appointment (leading to tenure), rank and salary open, effective July 1, 1981. The position is subject to budgetary approval. Ph.D. in Psychology is required. Applicants in all areas of empirical/behavioural psychology will be considered, but special consideration will be given to those with competence and interest in social aspects of human behaviour. Applicants should have demonstrated considerable promise or achievement as a scholar, with a commitment to the development of a strong and sustained research program. Letters of application, including curriculum vitae, the names and addresses of at least three referees, and reprints of scholarly work, should be directed to: Dr. William G. Webster, Chairman, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. Applications will be received until the position is filled.</p> <p>UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Clinical/Community Psychologist. Applications are invited for a tenurable appointment in Clinical Psychology involving teaching and supervision of students in an APA accredited clinical program. Applicants should have completed all clinical Ph.D. requirements. They should have a strong commitment to the scientist-practitioner model and be actively engaged in research. Salary range at the assistant professor level in the 1979-80 scale is \$19,519 to \$24,769, commensurate with qualifications and experience. Send curriculum vitae and three (3) letters of recommendation to: Dr. T. Wishart, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.</p>
<p>NURSING</p>	<p>OCEANOGRAPHY</p>	<p>PHYSICS</p>	<p>PLANT SCIENCES</p>
<p>UNIVERSITY OF SASKATCHEWAN. College of Nursing. Applications are invited for the position of Principal Nurse Researcher with faculty status. This position is available immediately. The major responsibility of the appointee is to develop and direct a Nursing Research Unit based at the University of Saskatchewan and supported by the Saskatchewan Registered Nurses' Association. The purpose of this new Research Unit is to facilitate the growth of nursing research; develop nurse researchers and provide for continuity and coordination of nursing research projects to influence the delivery of nursing care in the province. Involvement in this new joint project is a unique opportunity for a nurse researcher seeking a challenge. Qualifications: Doctoral preparation preferred; Master's degree essential. Eligible for registration with the S.R.N.A. Experience in carrying out applied research related to complex issues in the nursing component of the health care system. Salary: In accordance with university policy and the rank for which the candidate is qualified. Applications and inquiries: Address all inquiries to: The Dean, College of Nursing, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.</p>	<p>DALHOUSIE UNIVERSITY. Department of Oceanography. Physical Oceanography. Dalhousie University invites applications for a tenure-track assistant professorship. Applications, with c.v.'s and names of three referees should be sent before July 15, 1980 to: Chairman, Department of Oceanography, Dalhousie University, Halifax, Nova Scotia, B3H 4H1, Canada. Due to possible postal disruption, candidates are urged to telephone (902-424-3557) or telex (019-21863, Attention: Oceanography) notification of intention to apply.</p>	<p>UNIVERSITY OF NEW BRUNSWICK. Department of Physics. A one-year term appointment starting September 1, 1980 (with possibility of renewal) is to be made at the Instructor level. Candidates must have at least a Bachelor's degree in Physics, but preference will be given to those with a Ph.D. or Master's. Duties include supervision of undergraduate laboratories, conducting tutorials and laboratory demonstrations. The salary range is under review. Applications, including curriculum vitae and names of two referees, should be sent by July 31, 1980 to Chairman, Department of Physics, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3.</p>	<p>UNIVERSITY OF ALBERTA. Department of Plant Science. Research associate or postdoctoral fellow for studies on leaf metabolism at the physiological/biochemical interface. Dr. Mary Spencer, Plant Biochemistry, South Laboratory, University of Alberta, Edmonton, Alberta, T6G 2N2.</p>
<p>NUTRITION</p>	<p>PHARMACOLOGY</p>	<p>PHILOSOPHY</p>	<p>PSYCHOLOGY</p>
<p>UNIVERSITY OF GUELPH. Department of Nutrition. Applications are invited for a faculty position in nutrition (rank and salary negotiable, subject to qualifications and experience). An individual is sought who has strong training in the experimental and biochemical aspects of nutrition and interest in the application of this training to problems in human nutrition. The position involves teaching of the metabolic aspects of nutrition at the undergraduate and graduate levels and development of an active research program in biochemical nutrition. Curriculum vitae and names of three referees should be sent to: Dr. B.L. Walker, Chairman, Search Committee, Department of Nutrition, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Subject to final budgetary approval.</p>	<p>DALHOUSIE UNIVERSITY. Department of Pharmacology. Assistant Professorship in tenure stream. Highly experienced persons may be appointed at higher rank. Applicants should have a Ph.D. or M.D. degree with several years post-doctoral experience, a proven record of independent research, quality publications in pharmacology of cardiac drugs. Exceptional applicants having different research interests will be considered. Ability to interact with colleagues of different interests is important. Light teaching load at various levels of medical, dental, pharmacy and science curriculum. Applications should be sent to: Dr. Peter E. Dresel, Professor and Head, Department of Pharmacology, Dalhousie University, Halifax, Nova Scotia, B3H 4H7.</p>	<p>UNIVERSITY OF WESTERN ONTARIO. Department of Philosophy. Chairman. Nominations and applications are invited for the position of Chairman of the Department of Philosophy, the Faculty of Arts, effective July 1, 1981. A Senate Selection Committee will recommend an appointment as Chairman for a three-to-five year term, renewable. The academic appointment will be at the rank of Associate or Full Professor with tenure. The successful applicant will have an established reputation in the discipline. Salary is negotiable, and this appointment is subject to the availability of funds. Nominations and applications should be sent to the Chairman of the Selection Committee, Dr. J.G. Rowe, Dean, Faculty of Arts, University College, The University of Western Ontario, London, Ontario, N6A 3K7. The deadline for submissions is December 1, 1980.</p>	<p>DALHOUSIE UNIVERSITY. Department of Psychology. Cognitive Development. The Psychology Department at Dalhousie University has an opening for an Assistant Professor of Psychology with interests in Cognitive Development or Language Development. The applicant must have a Ph.D. or equivalent and extensive teaching experience and a demonstrated record of research and scholarship. This is a one year term appointment to replace a faculty member going on leave. The on leave salary is \$17,750, the exact salary will depend on the successful applicant's qualifications. Interested applicants should send a vitae and three letters of reference to: Dr. Susan Bryson, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1. Deadline for receipt of applications is July 1, 1980.</p>
<p>OCCUPATIONAL THERAPY</p>	<p>PHYSICAL EDUCATION/ RECREATION</p>	<p>PSYCHOLOGY</p>	<p>PUBLIC ADMINISTRATION</p>
<p>DALHOUSIE UNIVERSITY. Faculty of Health Professions. School of Occupational Therapy. Faculty positions. Dalhousie University is proposing to start a School of Occupational Therapy to serve the four Atlantic Provinces of Canada. It will provide a four year program (one year Arts and Science and three years professional study) leading to the degree of Bachelor of Science in Occupational Therapy. This will be a regional program with an initial enrollment of 25 students into the second year of the program. The School of Occupational Therapy will be part of the Faculty of Health Professions, which also includes the Schools of Nursing, Physiotherapy, Physical Education and Human Communication Disorders, and the College of Pharmacy. Other Faculties within the University relating to health care are Dentistry and Medicine. An active search is under way for a Director for the new School. It is hoped that an appointment can be made as early as possible in the academic year beginning July 1, 1980. Several new</p>	<p>UNIVERSITY OF WATERLOO. Department of Recreation. 1. Assistant or Associate Professor in Recreation Management. 2. Earned Doctorate or its near completion in related discipline. 3. Ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship.</p>	<p>SAINT MARY'S UNIVERSITY. Department of Psychology. The Department of Psychology at Saint Mary's University invites applications for a one-year appointment in clinical or industrial/organizational psychology. However, qualified candidates in other areas will be considered. Rank is open. Persons eligible for employment in</p>	<p>CARLETON UNIVERSITY. School of Public Administration. Applications are invited for a position at the Associate Professor (or senior Assistant Professor) level. Qualifications: Ph.D. in social sciences with teaching and research experience in public policy</p>

analysis and public administration. Duties include research and teaching at the graduate and undergraduate level. Inquiries should be addressed to Dr. G. Bruce Doern, Director, School of Public Administration, Carleton University, Ottawa, Ontario, K1S 5B6. Effective Date of appointment: September 1, 1980 or July 1, 1981. (Position subject to budgetary approval).	Selection Committee, Dr. J.G. Rowe, Dean, Faculty of Arts, University College, The University of Western Ontario, London, Ontario, N6A 3K7. The deadline for submissions is December 1, 1980.	ment Committee, Department of Sociology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. CARLETON UNIVERSITY. Department of Sociology and Anthropology. The Department of Sociology and Anthropology is seeking a Sociologist at the Assistant or Associate Professor level. Candidates should have a well-established record of publication and research as well as experience in graduate supervision at both the M.A. and doctoral levels. All specializations will be considered, although the department is particularly interested in the areas of stratification, industrial sociology, political sociology and criminology. Address enquiries to: Dr. D.P. Forcose, Chairman, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6. Salary subject to rank and experience. Effective date of appointment: Fall 1981. Application deadline: September 1, 1980. Position subject to budgetary approval.	position at the Assistant Professor level available July 1, 1980. Acceptable candidates should be qualified to independently teach veterinary anatomy at an elementary level and to assist in courses at a more advanced level. Possession of both a D.V.M. and Ph.D. or equivalent degrees is desirable, but applicants with either are acceptable. Teaching experience in veterinary anatomy is highly desirable. Interested persons should send their curriculum vitae and names of at least three referees to: Dr. W.K. Latsch, Department of Veterinary Anatomy, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Telephone: 306-343-3196.
RELIGIOUS STUDIES	SOCIOLOGY	VETERINARY MEDICINE	VISUAL ARTS
THE UNIVERSITY OF SUDBURY COLLEGE IN LAURENTIAN UNIVERSITY. Department of Religious Studies. Lecturer or assistant professor tenure stream. Ph.D. or near completion with teaching experience. Background in RC theological tradition. Areas: biblical studies and systematic theology at undergraduate level. Date of appointment August 1 or September 1. Bilingualism an asset. Salary: Current scale — Lecturer \$16,003-22,643; Assistant Professor \$20,094-29,406. Applications with curriculum vitae and names of three referees to: Dr. John Sahadat, Chairman, Department of Religious Studies, University of Sudbury College, Laurentian University, Sudbury, Ontario, P3E 2C6.	MCGILL UNIVERSITY. Department of Sociology. The Department of Sociology is seeking an assistant professor for appointment September 1, 1980. Completed Ph.D. preferred. We are looking for a methodologist with superior competence in quantitative data analysis. Proven ability and commitment to teaching in this area will be an asset. Secondary fields open. Preference for Canadian citizens. Please write to Professor Maurice Pinard, Chairperson, Recruitment Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing curriculum vitae, copies of 2 or 3 papers and names and addresses of 3 referees. UNIVERSITY OF VICTORIA. Department of Sociology. Applications are invited for a permanent position at the Assistant Professor level to be filled 1 July 1981. Areas of expertise to include some combination of the following: family, medical, law, demography, comparative, urban/ecology. Only Ph.D.s will be considered for this tenure-track position. Salary is commensurate with qualifications and experience. Please send curriculum vitae and names of three referees by 31 October 1980 to: R. Alan Hedley, Chair, Department of Sociology, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. DALHOUSIE UNIVERSITY. Department of Sociology and Social Anthropology. Applications are invited for a position as Assistant Professor. Ph.D. required. Courses to be taught include Family Sociology, Religion and Minority Groups. Forward curriculum vitae and names of two references to Chairperson, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 1T2. UNIVERSITY OF MANITOBA. Department of Sociology. 1. Applications are invited for a one-year term appointment, with some possibility of renewal. Appointment at Lecturer or Assistant Professor level. 2. Completed Ph.D. preferred. 3. Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application are especially invited to apply. 4. Specialization in the area of Theory or Criminology preferred. Other areas of specialization will also be considered. 5. To commence July 1, 1980. 6. Send vitae including names of at least three referees to: Professor R. Kueneman, Chairman, Recruitment	UNIVERSITY OF TORONTO. Faculty of Medicine. (1) University Department: Surgery (Cardiovascular Division). (2) University Title: Research Associate. (3) Qualifications Required: (i) Fully qualified Doctor of Veterinary Medicine or equivalent. (ii) At least five years' experience in a cardiovascular surgical laboratory. (iii) Expertise in cardiovascular operative procedures in both small and large laboratory animals. (iv) Familiarity with cardiovascular instrumentation and monitoring equipment. (v) Demonstrated ability for independent research and scientific writing. (4) Nature of Duties: (i) Responsibility for the health and care of both small and large laboratory animals. (ii) Performance of a full range of cardiovascular operations including implantation of cardiac pacemakers, aortic coronary bypass and valve replacement surgery. (iii) Maintain and operate a full range of cardiovascular instrumentation and monitoring equipment. (iv) Write grant applications for research funds. (v) Write and publish the results of experimental work performed under his direction. (5) Salary: \$24,000 per annum. (6) Person to Whom Enquiries Should be Sent: Dr. D.C. MacGregor, Cardiovascular Laboratories, Room 68, Banting Institute, 100 College Street, Toronto, Ontario, M5G 1L5. (7) Effective Date of Appointment: August 15, 1980. (8) Closing Date for Receipt of Applications: July 15, 1980. UNIVERSITY OF SASKATCHEWAN. Department of Veterinary Anatomy. Western College of Veterinary Medicine. Veterinary Anatomist. The Department of Veterinary Anatomy at the Western College of Veterinary Medicine will have a term faculty	UNIVERSITY OF WESTERN ONTARIO. Department of Visual Arts. Chairman. Nominations and applications are invited for the position of Chairman of the Department of Visual Arts, Faculty of Arts, effective July 1, 1981. A Senate Selection Committee will recommend an appointment for a three to five-year term, renewable. The academic appointment will be at the rank of Associate or Full Professor with tenure. The successful applicant will have an established reputation in the discipline. Salary is commensurate with qualifications and experience. Nominations and applications should be sent to the Chairman of the Selection Committee, Dr. J.G. Rowe, Dean, Faculty of Arts, University College, The University of Western Ontario, London, Ontario, N6A 3K7. The deadline for submissions is December 1, 1980.
ROMANCE LANGUAGES			MISCELLANEOUS
WILFRID LAURIER UNIVERSITY. Department of Romance Languages. Title of position: Lecturer in Spanish for a one-year contract. Qualifications required: Ph.D. in Spanish. Experience in teaching of Peninsular Literature. Will also be required to teach grammar. Interest in research desirable. Salary: commensurate with qualifications and experience. Enquiries should be sent to: Professor A.A. Borrás, Department of Romance Languages, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 2C6. Effective Date of Appointment: July 1, 1980. Closing date for applications: August 1, 1980.			RESEARCH — U.K. Fully experienced, M.A., familiar British record, will do historical, literary research from September. Reasonable references. Inquire: A.L. Burdett, 1-151 1/2 Bank Street, Ottawa, Ontario, K1P 5N7, Canada. HAMILTON, HOUSE FOR RENT. September 1st, 1880 to July 1st, 1981. Walking distance to McMaster University, furnished, two storey brick. Three bedrooms, living room, dining room, eat-in kitchen, dishwasher, pleasant garden with gazebo, finished basement, centrally air-conditioned, well insulated. On a quiet crescent in established residential area. \$450. Call (416) 526-6640. REGENCY TERRACE FLAT. Exeter, Devon. Central heating. Three bedrooms. July 1, 1980. £165 per month, plus heat and utilities. (416) 923-1806; 26/5-30/6; 5A Penn. Pk. Exeter O392 36604.
RUSSIAN STUDIES			
UNIVERSITY OF WESTERN ONTARIO. Department of Russian Studies. Chairman. Nominations and applications are invited for the position of Chairman of the Department of Russian Studies, Faculty of Arts, effective July 1, 1981. A Senate Selection Committee recommends an appointment for a three to five-year term, renewable. This position is subject to the availability of funds. Nominations and applications should be sent to the Chairman of the			

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"All risks policy"

Over the last several years, your national office has received a number of inquiries concerning insurance coverage for personal property pertaining to a member's occupation. The normal policy on house or apartment contents excludes these belongings or limits coverage to a minimum amount and then only when such material is at your principal residence.

We are pleased to announce that we have arranged with the INA Insurance Company of Canada to provide members with an "all risks policy" in the amount of \$10,000 to cover personal property relating to your occupation anywhere in the world. Property insured includes books, portable equipment and instruments and generally anything related to your occupation. The definition of insured property includes goods and equipment belonging to you or in your legal care and custody.

We urge you to read your existing personal property insurance policy and to check with your agent as to the extent of coverage you now have. We are confident that the policy now being offered to you as a member of CAUT is more comprehensive and is available at a lower premium than any float or rider you may be able to obtain.

Israel Unger
President
CAUT

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"Police tous risques"

Au cours des quelques dernières années, le bureau national a reçu un certain nombre de demandes de renseignements relatives à une assurance à l'égard des effets personnels professionnels d'un membre. La police normale en ce qui concerne le contenu d'une maison ou d'un appartement exclut ces effets ou en limite l'assurance à un montant minimum et eux seuls effets qui se trouvent dans la résidence principale.

Nous sommes heureux d'annoncer que nous avons pris des dispositions avec l'INA du Canada Compagnie d'Assurance pour fournir aux membres une "police tous risques" en montant de \$10,000 pour couvrir les effets personnels professionnels partout dans le monde. Les effets assurés comprennent les livres, le matériel et les instruments portatifs et généralement tout ce qui se rattache à votre activité. La définition des effets assurés comprend les effets et le matériel qui vous appartiennent ou dont vous avez le soin et le garde.

Nous vous exhortons à examiner votre police d'assurance effets personnels actuelle et à vous enquérir auprès de votre agent de la somme de protection dont vous bénéficiez actuellement. Nous avons confiance que la police qui vous est maintenant offerte à titre de membre de l'ACPU est une portée plus grande et est disponible moyennant une prime bien moindre que celles de toute police flottante ou de tout avenant que vous pouvez obtenir.

Le Président
Israel Unger
ACPU

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We have now arranged for an "ALL RISKS POLICY" to cover all of your Business and Professional property at your home, in your office and elsewhere ANYWHERE IN THE WORLD. (The policy also covers professional property belonging to others but for which you are legally liable.) This coverage is not usually provided under Homeowners, Tenants, University or Employer Insurance Policies.

AMOUNT OF INSURANCE	\$10,000
DEDUCTIBLE PER CLAIM	25
ANNUAL COST	25

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L'Association canadienne des professeurs d'université reconnaît le problème que pose à ses membres la possession d'équipement personnel servant à des fins professionnelles. Qui protège vos livres, microscopes, calculatrices, porte-documents, machines à écrire, théodolites, etc. contre des dangers tels que le vol, l'incendie et l'inondation?

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FRANCHISE PAR SINISTRE	25
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Votre protection prend effet sur réception de la formule d'adhésion et de votre chèque de \$25 à l'ordre de "KANATIA — ADMINISTRATEUR DE L'ASSURANCE DE L'ACPU". Les demandes d'adhésion, les chèques et la correspondance doivent s'adresser à:

KANATIA
Administrateur de l'assurance de l'ACPU
C.P. 3528, Succursale C
OTTAWA (Canada)
K1Y 4G1

Cette protection est souscrite par l'INA du Canada Compagnie d'Assurance.

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ENROLLMENT FORM

I understand that in signing this application I am certifying that:

Check one only

- ☐ a) I am a member in good standing of the Canadian Association of University Teachers
- ☐ b) I am now applying for membership in the Canadian Association of University Teachers

PLEASE COMPLETE AND SIGN

NameNom

Mailing Address Adresse postale
No. & Street No et rue
City/Province Ville/Province
Postal Code Code postal

Name of your University Nom de votre université
Date of Appointment Date de votre nomination
Name of Your Department Nom de votre département
Date First Joined C.A.U.T. Date de votre adhésion à l'ACPU
Date of Signature Date de signature

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Le protection ne prendra pas effet avant que KANATIA ait reçu cette formule et votre chèque.

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